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The Civic Theatre, Chesterfield

IN THIS ISSUE

The civic theatre

Conference agenda

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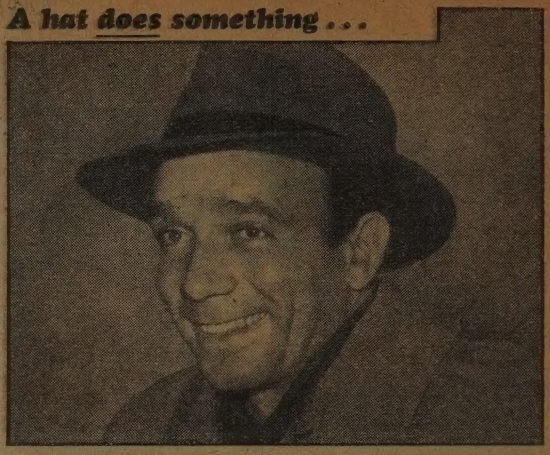

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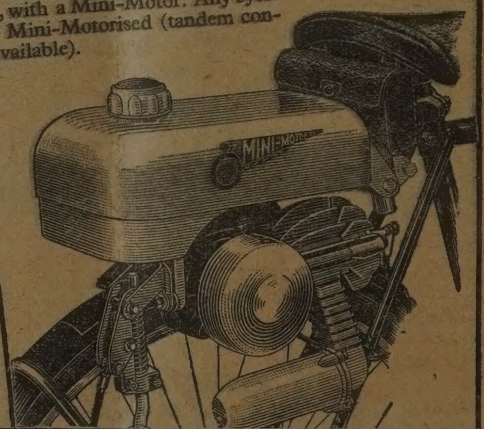

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April 1951

Volume 26 Number 14

Local Government Service

LGS

Journal of the National Association of Local Government Officers

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The salaries claim

MORE THAN two months have now passed since the staff side of the local government National Joint Council presented, on January 17, its claim for a 20 per cent all-round increase in the pay of officers covered by the Charter. Members, vainly struggling against the pressure of ever-rising prices on salaries which were inadequate when the Conference resolution was passed nine months ago, are naturally impatient for a settlement.

But there has been neither inactivity nor delay. At the meeting of the N.J.C. on January 17, the employers' spokesmen promised that the claim would be treated as a matter of urgency. The employers felt it necessary, however, both to examine the position in detail and to obtain information at provincial level. The staff side could not quarrel with the claim for time for consideration. After all, NALGO itself had found it necessary to make a nation-wide inquiry of branches and members, occupying several months, to ascertain the facts in support of the claim. It was no more than just that the employers should have a reasonable opportunity to investigate the position from their point of view.

That they have now done, and at a special meeting of the N.J.C. executive on March 12—less than two months after the presentation of the claim—they submitted their observations upon it, together with counter-proposals. Compared with the experience of other organisations which have pressed salary claims, it cannot fairly be said that the local government Whitley machinery has made tardy response.

It was agreed by both sides that no publicity should be given to these proposals, nor to the negotiations upon them, and we are therefore precluded from publishing or discussing them. While this decision will cause disappointment to members avid for news, we believe that the majority will agree that it was right. Recent experience in the international as well as in more parochial fields has demonstrated the difficulty, if not the impossibility, of conducting delicate and detailed negotiations successfully in the limelight of publicity, with each side distracted by the need to pacify its supporters with propaganda speeches, or to evade the sniping of pressure groups. In industrial, as in political, bargaining it is essential, having first appointed the best negotiators, to give them a free hand to get on with the job, and they cannot do that if they are pestered to report all that happens as it is happening.

While, therefore, we cannot disclose details of the employers' offer, we can say that, after a full day's negotiation upon it, the members of the staff side considered it necessary to report back to their respective executive councils for observations on the position reached and the necessary guidance. Once again NALGO lost no time, and the National Executive Council was summoned to a special meeting on March 17.

It had been agreed at the meeting of the N.J.C. executive on March 12 that a further meeting should be held at an early date. As we go to press, arrangements for this meeting are in hand and the staff side, reinforced by its consultations with the National Executive Council, will, therefore, be resuming negotiations speedily.

In the meantime, we can only urge members to maintain the patient restraint they have already shown, and assure them that their representatives share their determination to secure a settlement that will be satisfactory to the bulk of the service.

Other claims tabled

Meanwhile, the claims on behalf of officers in the local government service in Scotland, and in the other services covered by the Association, are going forward. As we go to press, the staff side of the Scottish Joint Industrial Council is awaiting the employers' answer to the claim it presented on February 17 : an answer which, it was expected, would be given at a meeting of the executive on March 21. In the gas and electricity services, the staff sides have formally notified their intention of tabling a claim for a 20 per cent all-round increase. In the national health service, staff sides of the four functional councils have been requested to present similar claims, and the first of these came before the administrative and clerical staffs council on March 16. A claim for salaried staff in the waterways division of the transport industry was to be presented at a meeting of the appropriate N.J.C. on March 29.

In every field, therefore, the Whitley machinery is working effectively. It may appear slow, but that is unavoidable in view of the big issues involved, and, even so, it is much less slow than would be the former process of separate negotiations with thousands of individual local authorities, boards, and management committees.

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion within the Association. Unless the fact is stated, therefore, views advanced, whether in the editorial columns or in signed articles, should not necessarily be regarded as expressing the considered policy of the Association.

The civic theatre

A new municipal service?

by MICHAEL THOMPSON*

WE HAVE heard a good deal lately about the loss by local government of many of its important services to Government departments or nationalised boards—so much so that councillors complain that they are being left with "only drains and dustbins" and that local government today holds little to claim the interest of the man and woman of vision and enterprise.

But do not these councillors overlook, not only the immensely important and expanding service of education, but also the new services that have, in part, replaced those that have gone? Of these, the most novel and potentially interesting is the power, given to most local authorities by Section 132 of the Local Government Act, 1948, to spend up to the product of a 6d. rate (in England and Wales, and of a 4⅝d. rate in Scotland) on the provision of entertainment.

Here is a great opportunity to create a new municipal service of untold value. And it is a development in line with the trend of local government over the past century, by which its activities have been transformed from the negative and prosaic control of the evils of poverty, sickness, and insanitary conditions, to the positive and exciting function of contributing to the social and cultural welfare of the community.

In Britain, as elsewhere, the arts, and especially that of the theatre, have always depended on patronage, first of the Church, then of the aristocracy, and, latterly, of the wealthy amateur. Today all those sources of support have dried up. Unless they can be replaced, the theatre must be left to the commercial speculator who—with a few notable exceptions—can afford to back only those entertainments which have the greatest popular appeal. Therefore, unless the community as a whole can become its patron, entertainment of the highest cultural value—whether opera, ballet, music, or drama—is threatened with extinction, save possibly in London and the biggest provincial cities.

Already, indeed, although Britain gave birth to the world's greatest dramatist and possesses a dramatic heritage as fine as that of any other nation in the world, millions of our people have never seen a good play worthily performed. Yet, as several recent enterprises have shown, there is a public for good theatre, in the smallest towns as in the biggest cities. All that is needed is the initial support to establish a company and carry it along until it finds an audience to tide it over those occasional periods of slump which affect every enterprise dependent upon the vagaries of popular taste.

Happily, that support is now possible. The first move to provide it came during the war, with the creation of the Council for Education in Music and the Arts, later reconstituted as the Arts Council of Great Britain. The Arts Council has done fine work, but as a national body with limited income, it cannot foster that vigorous local interest and enterprise essential to the development of a lively communal culture in each local area. It was to encourage such local enterprise that the Government empowered local authorities to support municipal entertainment.

Recognising that this was a new field for councillors and their official advisers, of which they lacked both knowledge and experience, the organisations most closely concerned with entertainment were quick to offer their help. First came the musicians who, in 1948, formed the Music Development Committee, with the object of encouraging local authorities to use their powers to provide more music. Its biggest venture to date is the proposed Symphony Orchestra for South Wales, to be financed and administered jointly by all the local authorities in the area.

Then, last May, British Equity, the actors' trade union, formed a Civic Theatres Committee, with similar objects for the drama. It is a strong committee of actors, actresses, producers, and stage managers, including such well-known people as Dame Sybil Thorndike, Felix Aylmer, John Clements, Beatrix Lehmann, Andre Morell, and Walter Hudd.

A comprehensive survey

As its first task, the committee made a comprehensive survey of the position today—the demand and opportunities for the civic theatre, the extent to which councils are using their powers to provide it, the help and advice they might need. Members of the committee visited 73 towns—31 county boroughs, 28 non-county boroughs, and 28 urban districts—with populations ranging from 17,000 to more than a million. To the first question it put to each: "Are you in favour of civic entertainment and, if possible, the establishment of a civic theatre?" the majority answered "Yes," and not one opposed the principle of civic entertainment. Many pointed to the great practical difficulties: the shortage of suitable buildings and the impossibility, at present, of building new ones; the high cost of theatrical production; and the dangers of adding to the level of rates, to mention only four. Nevertheless, the committee found sufficient support to justify it in making some practical proposals which will shortly be published in a pamphlet, "The Theatre and Civic Entertainment."

Realising that each local community has its own characteristics and peculiarities, the committee has made no attempt to put forward a stereotyped plan. Instead, it suggests a number of alternative means of developing a civic theatre.

The first problem is to find a building. While the ideal would be to build a new theatre, designed for its purpose, that is impossible today, and is unlikely to be feasible for many years. But that does not mean that the prospects are hopeless.

Some towns, like Bristol and Nottingham, are fortunate in possessing an existing theatre, in which a permanent repertory company can be installed on a non-profit-distributing basis. Such a company, if the town is big enough, and once it has established itself and developed the theatre-going habit, should be able to pay its way, with modest

** Mr. Thompson is secretary of the Civic Theatres committee of the British Actors' Equity Association.*

annual grants from the local authority and the Arts Council, to enable it to maintain a high standard of plays, acting, and production, the local authority being represented on the theatre management committee. Civic help on these lines can be fully justified as a contribution to the educational and cultural welfare of the community, and the plan is welcomed by council and theatre alike, since it imposes on the former no more than a modest and fixed responsibility and leaves the latter with the artistic freedom essential if the theatre is to flourish.

Many other towns, though lacking a theatre, possess a town hall or assembly rooms, or can acquire a cinema or other suitable building which can be adapted for the production of plays for much less than it would cost to build a new theatre. This plan is being followed by Newcastle-under-Lyme and Hornchurch, each of which is adapting a small cinema. Where this is done, the theatre could be leased to touring companies or to a repertory company. The fact that the population of the town may be too small to support a repertory company on its own—and it is doubtful whether any community with fewer than 70,000 inhabitants could do that for long—need offer no barrier, provided the council can co-operate with neighbouring authorities. Then the company might exchange dates with similar companies in neighbouring towns, thus combining the advantages of a fresh play in each town every week, with the higher standards of production and acting possible when each company is able to run the same play for three, four or more weeks. Such a scheme has been discussed in Lincolnshire. Alternatively, the company might, as does the West of England Repertory Company of Exmouth, put on each play for a week or two in its "home" town, then take it on tour among the smaller towns and villages in the area, playing for one or more nights in each.

Yet other towns have theatres which are used for part of the year only—usually for summer visitors—but are closed during the winter. Given a little financial help from the local authority, such theatres might well be enabled to support an all-the-year-round company.

The above are only some of the many ways in which the living theatre might, with local authority help, be brought to a far greater proportion of the population than is able to enjoy it today. Given the will, there are few towns in Britain which could not maintain a theatre, either on their own or in collaboration with other towns. Nor need such enterprise impose any high cost to the rates. With sufficient initial support to equip a suitable building and establish a well-found company of players, under a good director, the theatre should soon be able to pay its way. But, even should it fail to do that, is not a modest subvention from communal funds as well justified as are the contributions made by local authorities to other local educational, cultural, and amenity services ?

But running a civic theatre is a technical business, calling for professional knowledge and the highest standards of artistic appreciation and integrity. It is not a task for a committee or sub-committee of councillors, however interested or gifted they may be. A local authority will be able to run a theatre successfully only if it has the wisdom to appoint an expert director and the courage to give him a free hand in choice of company and plays, and in casting and production.

To assist local authorities with these technical problems, Equity has established a panel of people skilled in theatre direction and play production, whose services are available to any council seeking them, and is willing, without charge, to give expert advice on equipping and running a theatre. Advice on more technical problems, such as the design and conversion of buildings, is given, also free, by the Theatre Planning Service of the Arts Council.

Here, then, is the basis for a new local government service of unlimited potential value to the community and of absorbing interest and satisfaction to those who share in its provision. The powers are there, the necessary technical and professional advice is there, the dramatic talent is available. Several progressive councils have already made a start. Whether a large part of Britain is to continue in its present condition of dramatic starvation, or whether we are to see an artistic renascence, with each local community possessing its own lively and living theatre, contributing to the entertainment and intellectual vitality of its people, rests with our civic leaders and the officers who advise them.

The adaptation of an old memorial hall has provided Chesterfield with a civic theatre, shown here and on the cover, which houses a full company of professional players. Chesterfield Civic Theatre Limited was formed in 1949. Eight representatives of local societies, the town clerk and four Chesterfield corporation members, and a member of the Arts Council of Great Britain, control the company. With a grant from the Arts Council, and a guarantee of £5,000 from the people of Chesterfield, this civic theatre has proved successful.

Preliminary agenda for conference

MEETING in London on March 10, the National Executive Council approved the draft of its annual report for 1950 (which was sent to branches on March 31) and the arrangements for this year's Conference.

Conference will be held at the Winter Gardens, Blackpool, on Tuesday, Wednesday, Thursday, and Friday, June 12 to 15. The programme is again arranged to provide an extra day for Conference by adjourning on each of the first three days at 4.15 p.m. instead of 5, and holding an annual meeting of one of the NALGO ancillaries at 4.30 p.m. on each of those days. The extra time thus gained will enable Conference to consider in detail the N.E.C.'s report and scheme on the Adaptation of the Association Machinery, which was deferred last year.

There will be group meetings of delegates in the transport, gas, electricity, and health services, and of branch education secretaries, magazine editors, and public relations officers, on the Monday preceding Conference, and of district public relations officers on Tuesday at 4.30 p.m. A detailed time-table appears on page 415.

Below, we publish the preliminary agenda for Conference, consisting of notices of motion submitted by the N.E.C., district committees, and branches, and amendments to the N.E.C.'s notices of motion on the adaptation report and scheme, and the supplementary report and scheme on finance. Amendments to all notices of motion, **but not to the amendments**, may be submitted up to April 15, but, since that will be a Sunday, it is hoped that all will be sent by noon on Saturday, April 14th. They will be published in the May journal.

The agenda as published is subject to co-ordination and consolidation by the agenda committee. The names of those submitting notices of motion and amendments are set in *italics*.

1. Opening of conference.

2. To approve as a correct record the minutes of the proceedings of the Conference held on June 13 to 16, 1950.

3. Benevolent and orphan fund—announcement of amounts received from districts and winners of trophies and diplomas.

4. President's address.

Appointment of auditors for the year 1951.

5. *National Executive Council :* That Messrs. Jackson, Pixley & Co., Chartered Accountants, of Kent House, Telegraph Street, London, E.C.2, be appointed the Association's auditors for the year 1951 and that a fee of eight hundred and seventy-five guineas (£918 15s. 0d.) be paid to them for their services.

6. Appointment of scrutineers.

7. Honorary treasurer's financial statements.

Conference agenda

8. *Bristol Electricity Branch :* That this Conference reaffirms that where a notice of motion has been submitted which the agenda committee treats as an amendment to another motion on the same subject, then, in the event of the motion being withdrawn, the amendment may stand as an original motion.

Trade union membership

9. *National Executive Council :* That this Conference affirms the need for 100 per cent membership in all fields of the Association's activity and calls upon district committees to review membership in their areas and all branches to recruit all non-unionists.

10. *Coventry Branch :* That this Conference instructs the National Executive Council to request the staff side of the National Joint Council to agree with the employers' side upon the names of the "appropriate organisations" to which reference is made in paragraph 44 of the National Charter and to secure the publication by the National Joint Council of the names of such organisations.

Paragraph 44 reads : The National Council has adopted a pronouncement in the following terms : The National Joint Council for Local Authorities' Administrative, Professional, Technical and Clerical Services is a joint organisation of employers and employed and constitutes the recognised machinery for the application of collective bargaining in the Local Government Service. Negotiations between individual local authorities and unorganised officers are impracticable. The National Council recommends local authorities to recognise all the organisations represented thereon. On both sides the National Council agrees that the interests of local authorities and their staffs are best served by individual officers joining their appropriate organisations, it being understood that the organisation he joins is a matter for the unfettered judgment of the individual officer.

11. *North Riding County Officers' Association :* That the National Executive Council should advise all members of the Association, in any similar case to that which has arisen in the county of Durham, not to disclose whether or not they are members of a trade union.

Affiliation to the T.U.C.

12. *Abertillery Branch :* That this Conference instructs the National Executive Council to apply forthwith for the affiliation of the Association to the Trades Union Congress.

13. *Burnley and District Branch :* That this Conference again instructs the National Executive Council to test the feelings of members on the question of affiliation to the Trades Union Congress, and, in the event of a majority of members being in favour, to apply immediately for the Association's affiliation thereto.

Affiliation with professional workers

14. *Birmingham Branch :* That this Conference instructs the National Executive Council to approach the National Federation of Professional Workers with a view to affiliation thereto and to report back to the 1952 Conference for a decision.

Whitleyism

15. *National Executive Council :* That this Conference re-affirms its belief in Whitleyism as the best means of establishing and maintaining, in all respects, the status and standards of the professional, administrative, technical and clerical staffs in the employ of local authorities and public corporations, as members of recognised public "services".

Political propaganda

16. *Inglewood (Sevenoaks) Branch :* That this Conference notes with grave concern the reference appearing in the editorial of "Local Government Service," Vol. 26, Nos. 7 and 8, to Communist propaganda within NALGO, and urges all branches to take positive steps to implement the editor's suggestion that they (branches) "... should be on their guard against this [Communist attempt to divert the legitimate grievances and demands of members to their own ends] danger, keep Communists and Communist propaganda at arm's length, and allow no hint or suspicion of ulterior motives to besmirch or misdirect what is a clear, straightforward and honest policy."

Association machinery

17. *Hastings and Bexhill Electricity Branch :* That this Conference deplores the fact that the National Executive Council has repeatedly disregarded and rescinded resolutions passed by Conference, and further deprecates the policy of the National Executive Council in deciding major issues of policy appertain-

ing to salaries and conditions of service without prior reference to branches and districts. This Conference, therefore, demands a structure which provides for maximum and prior consultation, between the National Executive Council and branches and districts, before the National Executive Council takes action on major issues of policy appertaining to salaries and conditions of service.

Salaries—publicity campaign

18. *National Executive Council :* That this Conference acknowledges with appreciation the contribution made towards the publicity campaign in support of the salaries claim by district committees, branches and individual members ; and that, recognising the imperative need for the Association to possess a nation-wide and efficient public relations organisation to continue the work thus begun and to meet similar contingencies in the future, reaffirms the public relations policy adopted at the 1949 Annual Conference and, in particular, calls upon every branch and district committee to review its public relations arrangements and vigorously to pursue a continuous programme of public relations.

19. *Hastings and Bexhill Electricity Branch :* That this Conference strongly disapproves the failure of the National Executive Council to implement in full the resolution approved by the 1950 Conference, " immediately to initiate a campaign with a view to achieving an all-round general increase in salaries." This resolution made no distinction between local government and public utilities staffs and therefore concurrent action should have been taken in respect of all the service groups represented by the Association.

20. *South Western Electricity Board, Headquarters Branch :* That this Conference is of the opinion that the fundamental principles of this new salary campaign are completely wrong, in that it would have been more judicial at the present time to have excluded pressing the claim for the higher-paid officials, and concentrated solely on staff receiving an annual salary of less than £450, irrespective of the dangers of upsetting the differentiation in certain of the salary ranges, and that such claim should include all officials, local government, public utilities, etc. In regard to the maintenance of the differentiation between the salary ranges, this could easily be effected by a sliding scale of percentages commencing at 20 per cent in the lower grades to 2½ per cent in the higher, thus benefiting to the greater extent those people who, under present-day conditions, are finding it extremely difficult, if not well-nigh impossible, to manage their affairs.

21. *South Western Electricity Board, Headquarters Branch :* (a) That this Conference notes with dismay that the claim for a percentage salaries increase is being pursued only in respect of local government and health staffs ; (b) that as the resolution passed at Annual Conference 1950 instructed the National Executive Council to initiate a claim for an all-round increase in salaries, and further that as Conference was representative of the whole membership of the Association, this Conference demands that concurrent action should be taken in respect of the whole of the service groups represented in the Association.

CONFERENCE TIME TABLE

THE FOLLOWING provisional arrangements have been made for Conference week :

Sunday, June 10
Church service

Monday, June 11
9.30 a.m. Branch P.R.O.s
Transport staffs
Gas staffs
Health staffs
2.30 p.m. Education secretaries
Electricity staffs
Branch magazine editors
Evening Civic reception
Tournaments for the bowls, tennis, and golf trophies will be held during the day.

Tuesday, June 12
10.0 a.m.—4.15 p.m. Conference
4.30 p.m. NALGO Building Society A.G.M.
4.30 p.m. District P.R.O.s

Wednesday, June 13
9.30 a.m.—4.15 p.m. Conference
4.30 p.m. NALGO Provident Society A.G.M.

Thursday, June 14
9.30 a.m.—4.15 p.m. Conference
4.30 p.m. LOGOMIA A.G.M.

Friday, June 15
9.30 a.m.—5.0 p.m. Conference
9 p.m. Conference dance

Salaries—cost of living

22. *National Executive Council :* That this Conference views with concern the effect of the continued rise in the cost of living and authorises the National Executive Council to take every possible step to safeguard the salary standards of members in all services covered by the Association.

23. *Birmingham Branch :* That in view of the certainty that any increase in salaries won as a result of the resolution passed at the Annual Conference 1950 will not offset the rapidly accelerated rise in the cost of living since that date, and in view of the fact that world events make an even more serious rise inevitable in the cost of living, the National Executive Council is instructed to claim a further all-round increase in salaries in excess of the 20 per cent already claimed, without delay.

24. *Haywards Heath and District Hospitals Branch :* That this Conference, aware of the disturbing rise in the cost of living, would view with strong disapproval the acceptance of any offer made by the management side of the National Joint Council, or appropriate Whitley Council, which was substantially less than the 20 per cent salaries increase claimed, or which imposed unfair conditions in return for a salaries increase. That this Conference realises that by the time the increase is announced the full 20 per cent will be an urgent need of all members, and that the acceptance of substantially less would be a serious handicap in making a further claim for a considerable period.

Appointment of juniors

25. *Salford Branch :* That this Conference urges the National Executive Council to press that the minimum standard for the admission of juniors to the service shall be strictly observed, and that all junior entrants shall, in future, be subject to an examination qualification not less in standard than that specified in Part I, paragraph 2, of the Charter, or any amendment thereof.

The relevant part of paragraph 2 reads : The standard of the qualifying examination shall be not less than that in force under the School Certificate Examination.

Post-entry training

26. *Lindsey County Officers' Branch :* That this Conference deplores the action of the National Joint Council in not fixing a date for the operation of the scheme of financial assistance towards the cost of post-entry training as adopted by the National Joint Council on July 26, 1949, and requests the National Executive Council to press for an operative date to be fixed as early as possible.

27. *Plymouth Branch :* That this Conference instructs the National Executive Council to formulate a scheme to implement and expand the provisions of sub-paragraph 8(3) of the Scheme of Conditions of Service to enable serving local government officers of suitable educational standard to proceed to universities to read for appropriate degrees, thus ensuring equality of opportunity to all officers who may seek to qualify for the highest administrative, professional and technical appointments in the local government service, such scheme to provide :

(a) for adequate financial assistance when necessary, either direct or to supplement awards by local education authorities and the Ministry of Education ;
(b) for the granting of leave of absence by local authorities to safeguard the superannuation rights of officers.

Overtime

28. *Brighton Branch :* Delete—" chief officers and their deputies and other comparable officers as well as " in paragraph 10 of the Charter. The Clause will then read : " Officers with basic Salaries in excess of £495 shall not be eligible for overtime payments."

Paragraph 10 reads : Work in excess of the normal 38 hours per week shall be discouraged by employing authorities.

If, nevertheless, overtime is found to be unavoidable and previous approval thereto by the employing authority has been given, payment shall be made on the following basis :

(a) the normal weekly salary received by the officer shall be divided by 38 to ascertain the hourly rate of overtime ;

(b) for each of the first ten hours of overtime in any week payment shall be made at plain time rates of salary, provided that the minimum overtime payment to junior officers for overtime of not less than one hour on any one day shall be 1s. 6d. ;

(c) for each hour of overtime in excess of ten payment shall be at the rate of one and a quarter plain time rates of salary ;

(d) extra time of less than one hour on any one day shall not rank for overtime payment;

(e) overtime payment shall not be made when subsistence allowances are payable under paragraph 19.

Details of overtime worked shall be regularly reported to the Establishment Committee and the employing authority.

Chief officers and their deputies and other comparable officers, as well as officers with basic salaries in excess of £495 shall not be eligible for overtime payments.

29. *Gateshead Branch :* That the National Executive Council be instructed to seek an amendment to paragraph 10 of the Scheme of Conditions of Service to ensure that the basic salary above which no overtime payments are payable shall be raised to £610.

30. *Birmingham Branch :* That this Conference instructs the National Executive Council to request the staff side of the National Joint Council for local authorities to negotiate for the raising of the salary limitation of qualification for overtime pay from the present figure of £495 per annum to the maximum of A.P.T. VII.

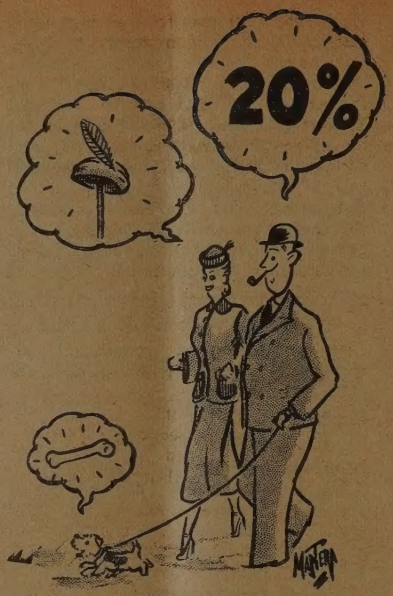
31. *Isle of Ely Branch :* That this Conference instructs the National Executive Council to press for the amendment of paragraph 10 of the Charter so as to provide for the raising of the ceiling for the payment of overtime from £495 to £1,000.

32. *Scottish District Committee and Glasgow Branch :* That this Conference instructs the National Executive Council to take all necessary steps to achieve augmented overtime rates for Sundays and public holidays.

33. *West Hartlepool Branch :* That this Conference instructs the National Executive Council to seek a reduction in the number of hours to be worked at plain time rates of salary, and, more particularly, to seek improved rates of pay for time worked on Saturday afternoon and Sunday, irrespective of the number of hours worked during the week.

34. *Hyde Branch :* That this Conference instructs the National Executive Council to negotiate for the following amendments to paragraph 10 of the Scheme of Conditions of Service :

Remove (b) to (c) and substitute :



(b) Overtime to rank for payment after completion of half an hour and all completed quarter hours to be paid for.

(c) Payments to be at the rate of 1½ plain time rates of salary for the first 2 hours ; 1½ plain time rates thereafter ; 1½ plain time rates for Saturday afternoon ; 2 plain time rates for Sunday.

(d) All officers other than chief officers to be eligible for overtime payments.

Annual leave

35. *Crosby and District Branch :* That in addition to the present basic annual leave, as laid down by the Scheme of Conditions of Service for local authorities' services, all officers who have completed 15 years' local government or public authority service shall be entitled to one extra day for every additional three completed years after 15 years' such service with a maximum entitlement of 24 working days, inclusive of basic and long service entitlement.

36. *Poole and District Branch :* That this Conference instructs the National Executive Council to re-open negotiations with the National Joint Council for amendment of the general conditions of service in connection with annual leave so that Saturday shall be regarded as half a working day for the purpose of calculating days of holiday.

37. *East Midland District Committee :* That as a matter of urgency and without prejudice to the Association's policy on holidays in general, urgent and immediate representations be made to overcome the anomalies caused by paragraph 5 of the Scheme of Conditions of Service for the Miscellaneous Classes of Officers by amending paragraph 11 of the Charter as follows :

Juniors up to 21 years of age, 15 working days.

Officers 21 years of age and over in any grade up to and including A.P.T. Grade V, 18 working days.

Paragraph 5 of the Miscellaneous officers' scheme prescribes the following scale of annual leave : Juniors up to age 21, 2 calendar weeks ; Misc. Grades I and II officers, 2 calendar weeks and 3 days ; Misc. Grades III to VI officers, 3 calendar weeks.

Paragraph 11 of the Charter prescribes the following : Juniors up to age 21, 12 working days ; General Division Officers over 21, 15 working days ; Other Officers up to and including Grade A.P.T.V, 18 working days : Officers in grades A.P.T. Va–VIII, 21 working days : Officers with salaries over £760, at discretion of employing authority.

38. *Hyde Branch :* That this Conference instructs the National Executive Council to negotiate for annual leave in accordance with the following scale :

General Division : Under 21 years, 15 days ; 21 years and over, 18 days.

Miscellaneous Division : Under 21 years, 15 days ; Grades I to III, 18 days ; Grades IV to VI, 21 days.

A.P.T. and Clerical Divisions : Grades I to III, Clerical and Higher Clerical, 18 days ; Grades IV to VI, 21 days ; Grades VII to X, 24 days.

Plus in each case one day for each completed five years of local government service.

Mileage allowances

39. *Lancashire County Branch :* That steps be taken to secure that provision is made in the scales of motor car mileage allowances for the payment of an additional allowance to an officer in respect of each passenger which he is required to transport in the performance of his duties.

Staff welfare

40. *Liverpool Branch :* That the National Executive Council be instructed to take immediate steps on a national basis to obtain the implementation by all local authorities concerned of paragraph 20 of the Scheme of Conditions of Service for the Administrative, Professional and Technical Services with regard to welfare of the staff, viz. adequate sports and canteen facilities.

Paragraph 20 reads : It shall be the responsibility of the Establishment Committee to make adequate provision for ensuring the welfare of the staff, including the conditions under which they work.

41. *West Midland District Committee and Birmingham Branch :* That this Association be requested to discuss, with other Federations representing non-industrial workers, the ways and means of obtaining the immediate enactment of a statutory code similar to that set up for factories, including such matters as proper working space, ventilation, lighting, underground rooms, washing facilities, etc.

Salaries—general division

42. *Metropolitan District Committee and Barking Branch :* That Conference instructs the National Executive Council to

give such directions to the NALGO representatives on the National Joint Council as will effect a considerable improvement at the earliest possible moment in the salaries laid down for the lower age groups in the General Division.

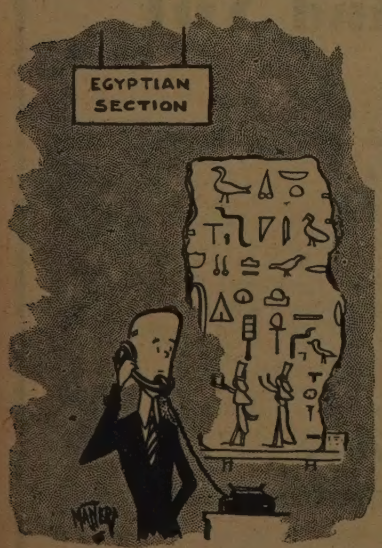
43. *West Hartlepool Branch :* That this Conference instructs the National Executive Council to press for a reduction of the age at which a General Division Officer reaches his maximum salary, and that the National Executive Council treat this matter with the utmost urgency.

44. *Huddersfield Branch :* That this Conference requests the National Executive Council to negotiate with a view to lowering the age at which officers in the General Division of the Scheme of Conditions of Service reach their maximum salary.

45. *Poole and District Branch :* That this Conference instructs the National Executive Council to take the strongest possible steps to expedite the revision of the Charter salary scales so that the maximum salary on General Division shall be reached at the age of 28.

46. *Aberdeen Branch :* That this Conference considers the existing age limit of 32, at which the maximum of the General Division scale is payable, should be reduced to an age not exceeding 26, thereby enabling the General Division officer to earn a salary equal to that of others in comparable fields of employment.

47. *Gateshead Branch :* That this Conference instructs the National Executive Council to negotiate with a view to lowering the age at which officers in the General Division of the national scales of salaries reach their maximum salary, and to provide for men a minimum of £260 per annum at 21, and for women a minimum of £210 per annum at 21.



"Could you let me have that in writing?"

48. *Hyde Branch :* That this Conference instructs the National Executive Council to negotiate for the General Division scale of salaries to be revised as follows :—

Male £	*Age*	*Female* £
160	16	128
180	17	144
200	18	160
220	19	176
240	20	192
260	21	208
280	22	224
300	23	240
325	24	260
355	25	284
385	26	308

49. *West Riding County Officers' Branch :* That this Conference instructs the National Executive Council to take the appropriate steps to secure the adoption by the National Joint Council of the following scales of salaries for General Division officers :

MEN

Age	*Rate on Entry*	16	17	18	19	20	21	22	23
16	170	170							
17	180	190	180						
18	200	210	200	200					
19	210	230	220	210	210				
20	220	250	240	230	220	220			
21	250	300	290	280	270	260	250		
22	270	330	320	310	300	290	280	270	
23	290	360	350	340	330	320	310	300	290
24	310	390	380	370	360	350	340	330	320
25	330	420	410	400	390	380	370	360	350
26	350	450	440	430	420	410	400	390	380
27	370	460	460	450	450	440	430	420	410
28	390	—	—	460	460	460	450	450	440
29	410	—	—	—	—	—	460	460	460
30	430	—	—	—	—	—	—	—	—
31	440	—	—	—	—	—	—	—	—
32	460	—	—	—	—	—	—	—	—

Age	*Rate on Entry*	24	25	26	27	28	29	30	31	32
24	310	310								
25	330	340	330							
26	350	370	360	350						
27	370	400	390	380	370					
28	390	430	420	410	400	390				
29	410	450	450	440	430	420	410			
30	430	460	460	460	450	450	440	430		
31	440	—	—	—	460	460	460	450	440	
32	460	—	—	—	—	—	—	460	460	460

WOMEN

Age	*Rate on Entry*	16	17	18	19	20	21	22	23
16	130	130							
17	140	145	140						
18	155	165	160	155					
19	170	185	180	175	170				
20	185	205	200	195	190	185			
21	220	245	240	235	230	225	220		
22	235	265	260	255	250	245	240	235	
23	250	285	280	275	270	265	260	255	250
24	260	305	300	295	290	285	280	275	270
25	280	325	320	315	310	305	300	295	290
26	295	345	340	335	330	325	320	315	310
27	310	370	370	355	350	345	340	335	330
28	325	—	—	370	370	370	360	355	350
29	335	—	—	—	—	—	370	370	370
30	345	—	—	—	—	—	—	—	—
31	355	—	—	—	—	—	—	—	—
32	370	—	—	—	—	—	—	—	—

Age	*Rate on Entry*	24	25	26	27	28	29	30	31	32
24	260	265								
25	280	285	280							
26	295	305	300	295						
27	310	325	320	315	310					
28	325	345	340	335	330	325				
29	335	360	355	350	345	340	335			
30	345	370	370	370	360	355	350	345		
31	355	—	—	—	370	370	370	360	355	
32	370	—	—	—	—	—	—	370	370	370

50. *Durham County Branch :* That in view of the anomalies caused by the system of "wage for age" existing under the present General Division salary scale, the National Executive Council be instructed to take steps to secure the abolition of this scale and one similar to the following be substituted :

A. Office youths, junior clerks and typists

Age	*Male* *Salary* £	*Male* *Annual Increment* £	*Female* *Salary* £	*Female* *Annual Increment* £
16	135	20	108	16
17	155	20	124	16
18	175	20	140	16
19	195	20	156	16
20	215	—	172	—

B. General Division

Male *Salary* £	*Male* *Annual Increment* £	*Female* *Salary* £	*Female* *Annual Increment* £
285	20	224	16
305	20	240	16
325	20	256	16
345	20	272	16
365	20	288	20
385	—	308	—

Upon attaining the age of 21, all employees in section A would automatically come under section B. In this section increments would be granted for years of service in the grade, so that no matter what the age of an employee on entry, 5 years' service would be required before the maximum was reached.

Salaries—anomalies

51. *Islington Branch :* That in view of the regulations and syllabus published by the Local Government Examinations Board, this Conference instructs the National Executive Council to press for the removal of the unfavourable comparison of A.P.T. I with Clerical Grade which arises from the 1948 Arbitration award, provided that this will not detrimentally affect the Clerical Grade.

"Weighting" for central London

52. *Middlesex County Officers' Branch :* That the National Executive Council be instructed to negotiate an additional "weighting" for staff employed in central London.

Salary grades

53. *Scottish District Committee and Edinburgh Branch :* That this Conference instructs the National Executive Council to include in the proposed revised Charter : the General grade, one higher grade, and compress the A.P.T. grades to secure a wider range.

Provincial "weighting"

54. *Coventry Branch :* That this Conference instructs the National Executive Council to instruct the staff sides of the National Joint Councils to negotiate for provincial "weighting," of an amount to be determined, to be applied to such large towns and cities, together with their adjoining areas, as the staff sides may consider appropriate.

55. *Birmingham Branch :* That the staff representatives of the National Joint Council be instructed to take steps to ensure that an appropriate percentage

of London "weighting" be paid in the larger provincial towns where a similar differentiation applies in the civil service.

Grading of special classes

56. *Bexhill Branch :* That this Conference regrets the absence from the grading of specialised classes of officers of members of the Institute of Housing and the Incorporated Association of Rating and Valuation Officers, and requests the National Executive Council forthwith to consult with those bodies and then negotiate standard salary scales for such officers.

57. *Kensington Branch :* That Conference is of the opinion that the salary grading at present obtaining for sanitary inspectors is not commensurate with the training, qualifications and responsibilities required of these officers, and deplores the lower maximum salaries now paid to sanitary inspectors causing anomalies in the salary grading of the profession, and instructs the National Executive Council to take urgent steps to effect improved gradings for these officers.

Long service increments

58. *Liverpool Branch :* That this Conference instructs the National Executive Council through the staff side of the National Joint Council to press for the inclusion of provision in the National Charter whereby awards for satisfactory service are made to those officers having not less than five years' service on the maximum salary of a graded post.

59. *Sunderland Branch :* That this Conference instructs the National Executive Council to negotiate for inclusion within the framework of the Scheme of Conditions of Service, of provision for the payment of bonuses, over and above the grade for the post, to officers over 21 years of age and having long service, and that the following scale be taken as a minimum for such scheme :

	Annual bonus £ s. d.
Over 5 years' service	7 16 0
„ 10 „ „	15 12 0
„ 15 „ „	23 8 0
„ 20 „ „	31 4 0

Annual reports on staff

60. *North Riding County Officers' Branch :* After the word "concerned" in line 18 of paragraph 24 of the Scheme of Conditions of Service insert "If a report contains any assessment which is unsatisfactory, and the whole of the report is not adverse, the officer concerned should be advised accordingly."

Paragraph 24 reads : In order that the qualifications of officers who are considered for promotion may be systematically recorded and readily available, and in order that such qualifications may be estimated in accordance with a common standard, there shall be introduced a system of annual reports. Reports are to be made to a Certifying Officer (officer in charge of the section or group in which the officer to be reported on is working) and countersigned by the Head of the Department. The annual reports shall be submitted to the Establishment Committee of the employing authority by the Clerk, and it shall be the duty of the Clerk to secure that the reports are systematically prepared in accord with a common standard. An adverse report shall be shown to the officer concerned. This system shall apply to all officers within the salary scales subject to the reservation that in the case of officers with salaries above £560 per annum it will be open to the Local Authority to waive the use of annual reports at their discretion, if circumstances render such a course desirable.

Establishment

61. *Liverpool Branch :* That this Conference instructs the National Executive Council through the staff side of the National Joint Council to press for an amendment to Para. 26 (b) of the Scheme of Conditions of Service for Administrative, Professional, Technical and Clerical Services to ensure that authorities' establishments are reviewed at intervals of not more than five years and that each such review shall revive the officers' original right of appeal.

Paragraph 26 (b) reads : The establishment shall be reviewed at regular intervals, but shall not be varied except for urgent and necessary reasons.

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full particulars from Special Activities department, NALGO, 1, York Gate, London, N.W.1

Promotion examinations

62. *South Wales and Monmouthshire District Committee :* That this Conference expresses great concern at the piecemeal manner in which proposals regarding the new examinations and exemptions therefrom are being issued by the National Joint Council as it prevents the true estimation of the effects of the examinations and the exemptions on the general body of the staff.

63. *Kent River Board Branch :* That in view of the introduction of an entrance examination for junior entrants to the local government service, it be recommended to the N.E.C. that they should do everything possible to abolish the Clerical Examination and that although local government officers should be encouraged to obtain the appropriate qualifications for promotion within the A.P.T. grades, this should not be a bar to promotion.

64. *Kent County Officers' Branch :* That this Conference approves the new Administrative Examination as the appropriate qualification for senior administrative appointments, but is of opinion that the Final of this Examination or a recognised alternative should not be a condition of promotion at any level of the grading system, and instructs the National Executive Council to seek an appropriate amendment of paragraph 28 (b) of the Charter.

Paragraph 28 (b) reads : An officer shall be eligible for promotion from the General Division into the A.P.T. Division only if he or she has passed the Intermediate Administrative Examination or has secured such other qualification as is recognised by the Local Government Examinations Board and approved by the National Council as an alternative to it. An officer shall be eligible for promotion beyond the maximum of Grade A.P.T. IV only if he or she has passed the final Administrative Examination, or has secured such qualification as is recognised by the Local Government Examinations Board and approved by the National Joint Council as an alternative to it.

65. *Durham County Branch :* That the National Executive Council be instructed to secure the following amendments to revised paragraph 28 of the Scheme of Conditions of Service :

(a) The substitution of " or " for " and " in paragraph 1 (so that officers aged 35 or who have had 15 years' service in the local government service on April 1, 1946, be excepted and therefore eligible for promotion without an examination).

(b) That paragraph (d) be amended to read :

" An officer holding a substantive post in the Clerical or Higher Clerical Division at October 18, 1950, shall be eligible for transfer to the A.P.T. Division and shall be deemed to be eligible for promotion in that division without examination."

Paragraph 28(1) provides that : " Officers who were in the service of a local authority on April 1, 1946, and who had on or before that date completed fifteen years' continuous local government service and had attained the age of 35 years " shall be exempt from the promotion conditions of the Charter.
Paragraph 28(d) reads : An officer holding a substantive post in the Clerical Division at October 18, 1950, shall be deemed to be eligible for promotion to the Higher Clerical Division without examination qualification.

" It's the wife's afternoon at the pictures."

66. *South Wales and Monmouthshire District Committee :* That the decision of the National Joint Council be amended to provide :

(a) That an officer who is in the service of a local authority on June 30, 1951, and who has, on or before that date, completed 15 years' continuous local government service and has attained the age of 35 years, shall not be required to sit the Intermediate or Final Administrative Examinations.

(b) that the effective date for an officer holding a substantive post in the Clerical Division to be deemed eligible for promotion to the Higher Clerical Division without examination qualification shall be June 30, 1951, and not October 18, 1950.

(c) that the effective date for an officer holding a substantive post in the A.P.T. Division to be deemed eligible for promotion in that Division without examination shall be June 30, 1951, and not October 18, 1950.

Official conduct

67. *Kent County Officers' Branch :* That whilst this Conference strongly supports the principles of Paragraph 37 of the Charter, it is of opinion that the terms used need clarification, in order to make it clear that action cannot be taken solely under the terms of this paragraph, and instructs the National Executive Council to take appropriate action with a view to securing the necessary amendments.

Paragraph 37 reads : The first duty of a local government officer is to give his undivided allegiance to the authority employing him. With his private activities the authority in general is not concerned, so long as his conduct therein is not such as to bring discredit upon the service in which he is an officer. For that conduct public service is entitled to demand the highest standard.
The maxim laid down for a court of law, that it is of fundamental importance not only that justice should be done in it, but that it should manifestly and undoubtedly be seen to be done, applies with equal force to the local government officer. Public confidence in his integrity would be shaken were the least suspicion, however ill-founded, to arise that he could be in any way influenced by improper motives.
From this it must follow that the local government officer, as a public servant, must not only be honest in fact, but must be beyond the reach of the suspicion of dishonesty.
He is not to subordinate his duty to his private interests ; or to put himself in a position where his duty and his private interests conflict. He should not make use of his official position to further those interests ; but neither is he so to order his private affairs as to allow the suspicion to arise that a trust has been abused or a confidence betrayed.
He should be courteous to all with whom his duties bring him in contact.
The public expects from the local government officer a standard of integrity and conduct not only inflexible but fastidious. It is the duty of the service to see that the expectation is fulfilled.

Appeals

68. *Gateshead Branch :* That the National Executive Council take steps to secure an amendment to paragraph 39 of the Scheme of Conditions of Service to ensure that where, in a review of an establishment by an employing Authority, the grading of a post is not varied, the officer shall have the right of appeal.

Paragraph 39 entitles an officer to appeal in the first instance to his employing authority and subsequently to the Provincial Council on any question as to his rights under the Scheme, including his grading within the salary scales, and provides that notice of appeal shall be given within three months of the date on which the officer is notified of the grading of his post.

Charter as a minimum

69. *West Midlands District Committee and Coventry Branch :* That this Conference reiterates the policy of the Association laid down in 1946, 1948 and in 1950, to regard the Charter as a minimum and deplores the action of the staff side of the National Joint Council in having departed from such policy.

70. *Coventry Branch :* That this Conference instructs the National Executive Council to authorise and encourage branches to negotiate local improvements to the Charter.

Grading

71. *Middlesex County Officers' Association :* That the National Executive Council be instructed to set up a special committee to consider and report upon the extent to which the principles underlying the recommendations of the joint negotiating committees for town clerks and district council clerks and for chief officers of local authorities and other

relevant principles are applicable to other local government officers at present subject to national Whitley grading.

Equal pay for equal work

72. *National Executive Council :* That this Conference re-affirms the Association's support of equal pay for equal work for men and women and pledges continuous activity until this principle is applied in all services included in the Association's membership.

73. *Coventry Branch :* That this Conference re-affirms the Association's policy of equal pay for equal work, and the resolution passed thereon at Conference in 1950 and as an earnest of its sincerity and adhesion to the principle of equal pay for equal work instructs the National Executive Council to request the staff sides of the National Joint Councils to lodge a claim for the full implementation of such principle.

74. *Birmingham Branch :* That this Conference instructs the National Executive Council to approach the National Joint Councils, in conjunction with other interested unions, to secure the immediate removal of differentiation in salaries scales between men and women in local and national government.

75. *Glasgow Branch :* That this Conference instructs the National Executive Council to carry out a campaign of duration similar to this year's salaries campaign, culminating in tabling a claim to the National Joint Industrial Council, to have the principle of equal pay applied to local government and nationalised services.

76. *Metropolitan District Committee and Islington Branch :* That this Conference expresses the utmost concern at the non-implementation of the Association's policy of equal pay and calls upon the National Executive Council to continue with far greater vigour the campaign along the lines laid down by the 1950 Conference.

Make-up of civil pay

77. *West Midland District Committee and Birmingham Branch :* That this Conference instructs the National Executive Council to press for the immediate re-introduction of legislation to enable local authorities, boards and other authorities, to make up the pay of reservists recalled to H.M. Forces (as defined by Rule 2 of the Association).

78. *Metropolitan District Committee and Middlesex County Branch :* That the National Executive Council be instructed to press for immediate rulings or legislation to provide for the preservation of superannuation rights and for the " making-up " of service pay to Class Z reservists and others likely to be affected by any general call-up in the near future.

79. *Weston-super-Mare Branch :* That in the event of either total or partial mobilisation of service reserves, whether as a result of the country being involved in hostilities or otherwise, the Association take vigorous action to ensure that the following treatment is accorded to members affected thereby :

(a) Service remuneration of officers called up to be made up by the employing authority to salary at date of call-up together with all annual increments to which the employee would have been entitled if he had not been called up as and when they fall due ;

(b) Reinstatement to a post no less senior and remunerative than that held on call-up to be automatic on cessation of service with H.M. Forces ;

(c) No permanent promotion, etc., to be undertaken which might prejudice the position and reasonable promotion prospects of officers called up and any up-grading of the officer's post in his absence to be applied to him during his absence as if he were still actually occupying it ;

(d) All temporary staff appointed to replace servicemen to be informed that appointment is temporary, and given notice on return of officers.

Electricity—overtime

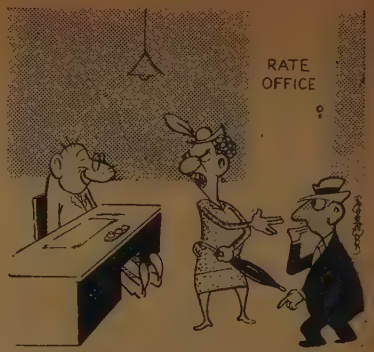
80. *Kingston (South Eastern Division Headquarters) Electricity Branch :* That this Conference views with concern that the question of the payment of overtime to the clerical staff of the nationalised electricity supply industry above the general clerical grade is still outstanding, despite the fact that the permanent salary agreement has been in operation since April 1, 1950. This Conference therefore instructs the National Executive Council to take immediate steps through the negotiating machinery to secure the payment of overtime on a basis not less favourable than that in existence in the local government service, or failing this, that the clerical staff in the electricity supply industry shall receive time off in lieu, as is granted to the technical staff under the National Joint Board agreement.

Electricity—expenses of compulsorily transferred staff

81. *Hastings and Bexhill Electricity Branch :* That this Conference requests the National Executive Council to submit a strong recommendation to the National Joint Council (Administrative and Clerical Grades) of the Electricity Supply Industry that a national agreement of subsistence rates, travelling allowances, and the period for which they should operate in respect of compulsorily transferred staffs, in view of the acute housing shortage, be urgently negotiated, in order to obviate the present varying application of these items by the British Electricity Authority and area boards.

Health—Whitley machinery

82. *Liverpool No. 1 Health Services Branch :* That, in view of the considerable



" My husband is absurdly over-rated ! "

increase in membership amongst the administrative and clerical staff within the health service, this Conference instructs the National Executive Council to take immediate steps to secure increased representation on the Administrative and Clerical Staffs' Health Service Whitley Council, and in particular upon the Administrative Staffs' sub-committee of that Council.

83. *Metropolitan District Committee :* That this Conference is seriously concerned at the unrest of members in the national health services and instructs the National Executive Council to review the joint negotiating machinery and the arrangements for dissemination of information to members ; to formulate proposals for reorganisation and improvement; and to press for the adoption of such proposals by all possible means.

84. *Lancashire County Branch :* That this Conference deplores the absence of a Scheme of Conditions of Service for officers in the national health service and requests the National Executive Council to take immediate steps, through the appropriate channels, to remedy the position.

85. *Leeds Regional Hospital Board Branch :* That this Conference protests at the continued delay in negotiating conditions of service for the administrative and clerical staff in the national health service.

86. *Preston Hall Hospital Branch :* That this Conference instructs the National Executive Council to obtain a printed Scheme of Conditions of Service from all the functional councils for all administrative and clerical, professional and technical officers employed by the national health service.

87. *Preston Hall Hospital Branch :* That this Conference directs the National Executive Council to take immediate action to obtain regulations for conditions of service for part-time administrative and clerical employees of the national health service.

88. *Preston Hall Hospital Branch :* That this Conference instructs the National Executive Council to ensure that all administrative and clerical officers employed in tubercular rehabilitation units come within the scope of Cmd. 8093 H.M.S.O. Circular.

NOTE : Cmd. 8093 is the report of the Industrial Injuries Advisory Council, and refers to the prescription of Tuberculosis under the National Insurance (Industrial Injuries) Act, 1946.

Road passenger transport industry

89. *Bristol Tramways and Carriage Co., Ltd. Branch :* That in consequence of the failure of certain employers in the road passenger transport industry to accord recognition to NALGO as the appropriate or one of the appropriate trade unions representing the staff, being neither just nor in accordance with good trade union practice, Conference directs the National Executive Council to take such action as may be necessary : (a) to secure recognition in all cases ; and (b) to ensure that the Association shall in future adequately represent all its members.

Development corporations — Whitley machinery

90. *South Wales and Monmouthshire District Committee :* That the National Executive Council be requested to take without delay the necessary steps to procure the establishment of recognised Whitley machinery for development corporations set up under the New Towns Act, 1946, and their officers, and a comprehensive scheme of terms and conditions of service for those officers.

Cost of living

91. *Glasgow Branch :* That this Conference instructs the National Executive Council, after the satisfactory conclusion of the negotiations for an all-round salaries increase, to make representations to the Government to control rigidly the prices of necessities and to examine ways and means of effecting a substantial reduction in the cost of living, stressing to the Government that the only alternative is further and frequent salary claims.

Pensions increase acts

92. *North Western District Committee :* That this Conference notes with regret the absence of any action at the present moment to secure increased pensions for retired local government officers, and is of opinion that, in view of the rising cost of living on which the present salaries campaign is based, immediate action should be taken to secure, through the appropriate channels, a further amendment of the Pensions Increase Act, 1947, and urges the National Executive Council to take such action to alleviate hardship amongst these officers.

93. *Metropolitan District Committee and Hammersmith Branch :* That the Association makes representations to H.M. Government for the amendment of the Pensions (Increase) Acts 1944–1947 with a view to (i) abolishing provisions concerning limitation of income and (ii) providing an increased allowance for all pensioners whether classified as married or single.

Widows' pensions

94. *National Executive Council :* That the granting of the automatic benefit of widows' pensions to local government officers is a matter of urgency, and accordingly that the appropriate Ministry and the local authorities' associations be asked to expedite a satisfactory conclusion of the present discussions with NALGO, with the object of delaying no longer the granting of the amendments (including widows' pensions) to the superannuation scheme which are now sought.

95. *Scottish District Committee and Greenock and District Branch :* That this Conference instructs the National Executive Council to press for immediate action to be taken relating to pensions for service officers' widows on the lines of the provision recently made in the civil service.

96. *Bristol and District Branch :* That this Conference regrets that no provision has yet been made for the amendment of the Local Government Superannuation Act, 1937, to provide pensions for widows and dependants of officers who die whilst in the service and instructs the National Executive Council to take immediate steps

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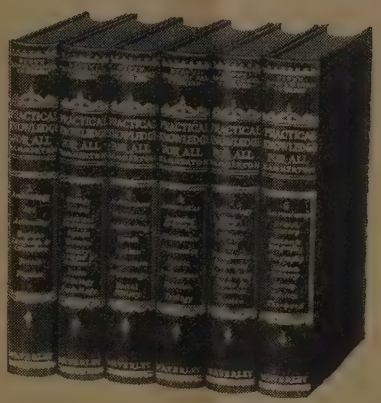

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to obtain the necessary amendment to the above Act to :

(a) provide family benefits by means of additional contributions, etc., for widows and dependants of officers who die in the service, and

(b) to amend the rules relating to allocations under Section 9 of the Local Government Superannuation Act, 1937, so that allocations can be made by married and unmarried officers without the requirement of a medical examination ;

and that the Committee dealing with this matter be authorised to receive and consider proposals and to receive deputations from branches (who so desire) which have views to express regarding the provisions of the scheme, before the National Executive Council commits NALGO to any scheme now in negotiation with representatives of local authorities and the Ministry.

97. *Stirlingshire Branch :* That Conference instructs the National Executive Council to press for an early amendment of the Local Government Superannuation Act, 1937, in order to give officers the option of retiring at the age of 60 years, irrespective of years of service.

98. *Derby Branch :* That the National Executive Council be requested to take the first favourable opportunity to secure the amendment of the Local Government Superannuation Act, 1937, in order to give officers the option of retiring on pension at the age of 60 years, irrespective of years of service.

99. *Birmingham Branch :* That the National Executive Council be urged to press the Minister of Health to bring in legislation to provide for pensions for the widows and orphans of present and future male officers of local authorities not less favourable than those operating in respect of officers of the new nationalised boards and hospital committees.

100. *Paignton and District Branch :* That the National Executive Council be requested to take steps to secure the amendment of the Local Government Superannuation Act, 1937, with a view to increasing the pension allowance for non-contributory service.

Compensation

101. *National Executive Council :* That the appropriate Minister be asked to deal with the anomalies which have arisen out of the operation of the Local Government (Compensation) Regulations, 1948, and that he be asked to receive a deputation, appointed by the Association, with a view to examining the new compensation code in the light of the original representations made thereon and the anomalies which have arisen since it was brought into operation.

102. *South-Western District Committee :* That the National Executive Council be requested to take immediate steps to have incorporated in the Scheme of Conditions of Service a provision that every officer shall be deemed to be indemnified by his employer against any loss, damage or injury arising out of and in the course of his employment, and that such indemnity be deemed effective as and from April 4, 1950, when the matter was submitted for decision to the National Joint Council's executive committee.

Education policy

103. *National Executive Council :* That this Conference, emphasising the importance of improving the standard of the public service by seeking conditions which attract suitable candidates thereto, (1) desires to ensure that the capabilities of the officers are developed to the full in the interests of the service and of the officers themselves, by the provision of suitable education and training schemes ; and (2) re-affirms the Association's educational policy, and recommends all members concerned to participate in the facilities available and particularly those provided by the Association through its various education activities.

Progress on Conference references

104. *Birmingham Branch :* That this Conference instructs the National Executive Council to arrange that a report on the progress of each matter referred to it by Conference is published in each issue of "L.G.S."

Holiday centres

105. *Manchester Branch:* That this Conference approves that widows of officers who at the date of their decease were members or retired members of the Association shall be admitted to NALGO Holiday Centres on the same terms and conditions as members and instructs the National Executive Council to implement this decision with effect from January 1, 1952.

Annual report

106. *Bristol and District Branch :* That rule 27 (c) be amended to provide that the annual report of the Council, dealing with references from the previous year's Conference, shall be issued to district committees and branches not later than February 15 in each year.

Rule 27(c) reads : The agenda shall be published in the April issue of the official journal and the report of the Council shall be issued to the representatives simultaneously with the publication of the agenda.

Nomination of N.E.C. members

107. *Kent River Board Branch :* That members nominated for election to the N.E.C. shall be serving members of the district committees to ensure that they have a full working knowledge of the current affairs of the Association.

Title of Association

108. *St. Helier Group Hospital Branch :* That the title of the Association be altered to "National and Local Government Officers' Association," short title NALGO and that the rules be amended accordingly.

Rule 2—definitions

109. *National Executive Council :* From the definition of "local government officer" delete the following :

"For the purpose of this definition 'officer' means an employee as to whom either of the following conditions is satisfied, that is to say :

(a) that his duties are wholly or mainly administrative, professional, technical or clerical ; or

(b) that his remuneration is at a rate greater than £250 per annum and that his employment is not by way of manual labour."

and substitute :

"For the purpose of this definition 'officer' means an employee whose duties are wholly or mainly administrative, professional, technical, clerical or supervisory, and whose employment is not by way of manual labour."

Rule 42—voting

110. *Metropolitan District Committee and Wandsworth Branch :* After the word "district" insert "and must record the maximum number of votes." At the end of the rule add "Voting papers with other than the maximum number of votes recorded shall be deemed invalid."

Rule 42 reads : Each member shall be entitled to as many votes as there are members of the Council to be elected for his electoral area or district, but shall not record more than one vote for any one candidate.

B. and O. Fund—membership and subscriptions.

111. *National Executive Council:* That the following amendments be made to the rules and constitution of the Benevolent and Orphan Fund :

Rule 5(a)(i)—delete "£2 2s. 0d." and substitute "£3 3s. 0d."

Rule 5(c)—delete "£2 2s. 0d." and substitute "£3 3s. 0d."

112. *National Executive Council :* That the following amendment be made to the rules and constitution of the Benevolent and Orphan Fund :

Rule 5(a)(ii)—delete the words "3d. which shall be payable in advance," and substitute : "4d. payable on the first day of each month in the period commencing on November 1 and ending on August 31 in the following year."

Rule 5(a) reads : Any person who is a member of the Association, a retired member of the Association or an officer or servant thereof contributing to the Fund :

(i) *a personal donation of not less than £2 2s. 0d. in any one year shall be a "life member" ;*

(ii) *a monthly subscription of not less than 3d., which shall be payable in advance, shall be a "contributing member."*

Rule 5(c) reads : A branch may nominate a member who has rendered distinguished service to the Fund and/or Association for Life Membership of the Fund and on payment of £2 2s. 0d. by the branch, the Council may elect such a member to Life Membership.

Staff superannuation fund rules—war service

113. *National Executive Council :* That the definition of "war service" in rule 1

of the staff superannuation fund rules be extended by the addition of the following words :

" and includes service in any of the naval, military, or air forces of the Crown rendered as a result of the member receiving instructions from H.M. Government to report for duty with any of those forces.

The definition reads : " War service " has the meaning assigned to it by section 14 of the Local Government Staffs (War Service) Act, 1939.

Staff superannuation fund rules—retirement on grounds of ill-health

114. *National Executive Council :* Add to Rule 17(1) :

" Provided, however, that the Council shall have power and shall be deemed always to have had power to determine that any such regulations may be applied in the case of a member who is entitled to a pension under these rules on ceasing to hold his office or employment on the grounds of ill-health, subject to the Council being satisfied that the member's ill-health merely has the effect of preventing him from following his occupation and does not reduce his expectation of life.

Rule 17(1) reads : " The Council may make regulations for securing that, in such circumstances and subject to such conditions as to proof of good health and other matters as may be specified in the regulations, a member who becomes entitled to a superannuation allowance under these rules on his ceasing to hold his office or employment, otherwise than by reason of ill-health, shall be allowed to surrender, as from the date on which he so ceases, in return for the benefits of the regulations, such part, not exceeding one-third, of the allowance as may be specified in the regulations, and for enabling the Council to grant to the spouse of the member a pension of such value as, according to tables to be prepared by the actuary, is actuarially equivalent at the said date to the value of that part of the allowance which is surrendered."

Staff superannuation fund rules—widows' pensions

115. *National Executive Council :* That, pending amendment of the staff superannuation fund rules, the National Executive Council be empowered to put into operation for the benefit of the staff of the Association such scheme as it may consider appropriate and desirable for the purpose of providing for a widow's pension to be paid automatically in the event of the death of a member of the staff either prior to or after his retirement on pension ; and that amendments to the staff superannuation fund rules made necessary by the operation of such scheme be submitted to the next appropriate Conference after such scheme has come into operation.

Adaptation of Association Machinery

MEMBERS are advised to read the notices of motion and amendments in this and the following section in conjunction with the N.E.C.'s report and scheme on Adaptation of Association Machinery published in September, 1950, " L.G.S." and the amendments thereto published in January, 1951, and with the supplementary report and scheme on finance also published in January.

116. *National Executive Council :* That this Conference hereby approves and adopts the report and scheme on Adaptation of Association Machinery presented by the National Executive Council, and authorises the Council to prepare a revised set of rules for submission to Conference next year.

(Note : The following are amendments to the scheme on Adaptation of Association Machinery, which will be treated as amendments to the notice of motion submitted by the National Executive Council. **Branches should not submit amendments to these amendments.**)

Amendment by Bury St. Edmunds Branch : That this Conference regards the report and scheme on the Adaptation of Association Machinery as the most flagrant subjection of the local government officer, that the suggested retention of the title NALGO (if the report and scheme on the Adaptation of Association Machinery were adopted) would be a travesty of the facts, and that, as some 50 per cent of the branches, representing the true local government officer, are proposed to be practically disenfranchised and sacrificed on the altar of the nationalised services, the report and scheme on the Adaptation of Association Machinery be rejected, and the National Executive Council be instructed to re-draft the document, so as to safeguard adequately the identity and voting strength of the smaller branches.

Amendment by South Western Electricity Board, Headquarters Branch : That this Conference views with concern the lack of safeguards in the proposed Adaptation of Association Machinery to ensure the continuance of full minority expression of utility branches, because of the sheer weight of numbers of local authority branches' representatives in the newly constituted district committees.

Section 1—Conference

Amendment by Bristol Electricity and Croydon and West Kent Sub-Area Electricity Branches : Delete sub-paragraph (b) —Meetings of groups—and substitute " The meetings of delegates from the several service groups, introduced in 1947, to continue on present lines."

Amendment by Bristol Electricity Branch : From line 1 in sub-section (c)—Submission of motions—delete " shall " and substitute " may."

Amendment by Eastern District Committee : That the scheme be amended to provide that every branch shall have the right to send a delegate to Conference.

Amendment by Kingsclere and Whitchurch Branch : Delete sections (e), (f), (g), (h) and (i) and substitute :

(e) Conference to be composed of one representative from each branch plus one representative from each district committee and each sectional and professional society and all members of the National Executive Council.

(f) All decisions by Conference on major issues or matters where there appears to be great diversity of opinion to be taken by a card vote.

Amendment by West Bridgford Branch : That this Conference, whilst accepting the principle of fixing the static size of Conference at 1250, directs that sub-sections (f) to (i) be revised to allow for representation of *all* branches with a corresponding reduction in representation by larger branches, this to be fixed by a revised multiple of the base figure.

Amendment by Manchester Branch : That in sub-section (f) the following be substituted for the scale of representation :

Number of members	*Representatives*
Between 2 and 4 times base figure	2
" 4 " 6 " " "	3
" 6 " 8 " " "	4
" 8 " 10 " " "	5
" 10 " 12 " " "	6
Over 12 times base figure	7

That in sub-section (h) the figures given in the illustration be amended as follows :

ILLUSTRATION

The effect of the foregoing provisions applied to the membership at October 31, 1949, is as follows :

(i) Branches entitled according to scale :

No. of Representatives	*Size of Branch*	*Number of Branches*	*Total of Seats*
7	Over 1811	7	49
6	1510 1811	3	18
5	1208–1509	4	20
4	907–1207	12	48
3	604 906	21	63
2	302–603	112	224
		159	422

(ii) Percentage for small branches : 125 seats available for 328 branches whose membership is below 39.

(iii) Residue of 710 : All branches down to a membership of 39 would be entitled to send a representative.

Section 3—Branches

Amendment by East Midland District Committee :

That in sub-section (a)—Size—paragraphs (i) and (ii) be deleted.

Amendment by East Midland District Committee and West Bridgford Branch : That in sub-section (c)—Oversight of branch layout by district committees—the words " the criterion of size put forward in (a) and " be deleted.

Amendment by Kingsclere and Whitchurch Branch : Delete entire section as drawn and substitute :

(a) The size of branches shall not be limited in any way and the rules of the Association shall be amended forthwith to provide that there shall not be more than one branch of the Association in any borough or county district area ;

(b) Members of the Association shall be

free to join any branch they consider convenient.

Amendment by Eastern District Committee : That a date shall be fixed not earlier than January 1, 1953, for the operation of the recommendations regarding small branches in order that district committees may have time to consider the position of the small branches in their districts, bearing in mind the criterion recommended in section 3(a), and no existing small branch shall cease to function except by decision of the district committee.

Amendment by Kent River Board Branch : That under the proposal to amalgamate small branches, an assurance be given to provide that when small branches are amalgamated they shall be of a similar entity.

Section 5—District Committees—generally

Amendment by Croydon and West Kent Sub-Area Electricity Branch : That subsections (c) and (d) in section 5 be deleted from the scheme.

Section 7—District service conditions sub-committees

Amendment by Liverpool and District Electricity Branch : At the end of subsection (a)—Layout—add the words " covered by a separate Joint Council."

Amendment by Croydon and West Kent Sub-Area Electricity Branch : That subsection (b)—Composition—be amended to read as follows : " The members of such sub-committees shall be elected by vote of the representatives of the branches belonging to the membership group concerned, but it shall be open to the district committee to make a limited resort to co-option where they deem it desirable."

Section 8—Service conditions committee of the N.E.C. and sub-committees of such committee

Amendment by Bristol Electricity Branch : Delete sub-section (b) (ii)—Service conditions sub-committee—and substitute " Each sub-committee shall comprise one member (whether or not a member of the Council) nominated by each district committee on the recommendation of the appropriate service conditions sub-committee, plus three members of the Council appointed by the Council."

Supplementary Report and Scheme on Finance

117. *National Executive Council :* That this Conference hereby approves and adopts the supplementary report and scheme on Section 12—Finance—of the report and scheme on Adaptation of Association Machinery presented by the National Executive Council.

(Note : The following are amendments to the supplementary report and scheme on Section 12—Finance—of the report and scheme on Adaptation of Association Machinery, which will be treated as amendments to the notice of motion submitted by the National Executive Council. **(Branches should not submit amendments to these amendments).**

Amendment by Sutton-in-Ashfield Branch : That this Conference hereby rejects the supplementary report and scheme on Section 12—Finance—of the report and scheme on Adaptation of Association Machinery presented by the National Executive Council, and that the question of increased subscriptions be deferred indefinitely, it being inconsistent with and prejudicial to the national campaign for an all-round increase in salaries.

Amendment by Durham Branch : That this Conference does not approve of any proposal to increase subscriptions of members but instructs that the reserve fund envisaged in section 12 of the scheme for the Adaptation of the Association Machinery be raised by reducing the percentage of subscriptions retained by branches.

Amendment by South Western Electricity Board, Headquarters Branch : That this Conference instructs the National Executive Council to seek avenues for raising the proposed reserve fund other than by increasing the amount of subscriptions, a step which, in the opinion of this branch, is bound to lead to fairly widespread resignations from the Association. As an alternative, this branch suggests that the National Executive Council explore the possibility of reducing by £50,000 per annum the extremely disproportionate sum of £170,000, which is the anticipated net annual cost of headquarters' requirements.

Section 4—subscription basis

Amendment by Leeds Municipal Officers' Guild : That this Conference accepts the principle of a flat rate of subscription, with a lower rate for junior officers under 21 years of age.

Amendment by Portsmouth Branch : The scale of subscription for members to be as follows :

Annual Salary	*Annual Subscription*
	s.
Not exceeding £250	20
Exceeding £250 but not exceeding £400	30
Exceeding £400 but not exceeding £500	40
Exceeding £500 but not exceeding £750	50
Exceeding £750 but not exceeding £1,000	60
Exceeding £1,000	70

Amendment by Croydon and West Kent Sub-Area Electricity Branch : That the new scale of subscriptions set out in Section 4 of the scheme dealing with finance be payable in equal monthly instalments spread over the full length of the Association's year.

Rules and Constitution

New rules—reserve fund

118. *National Executive Council :* That the following amendments be made to the Rules and Constitution of the Association : Insert the following new rules immediately after rule 10 :

RESERVE FUND

11. A reserve fund shall be established by transferring the sum of £50,000 from the annual gross subscription revenue of the Association to a special fund each year during the period commencing on November 1, 1951, and ending on October 31, 1961.

12. Notwithstanding rule 66 (Investments) of these rules, the reserve fund and its accumulation shall be invested in the names of the Association's Trustees in or upon any investment for the time being authorised by law for the investment of trust funds which is repayable at a determinable future date, subject to the Council having power to direct by resolution that the fund or any part of it shall be deposited with the Association's bankers pending such investment but otherwise than as security for any overdraft or loan.

13. No part of the reserve fund shall be used for any capital purpose of the Association nor lent to any ancillary of the Association without the prior consent of Conference, nor hypothecated as collateral security against any loan or overdraft except for the purposes specified in rule 14.

14. The Council shall use the reserve fund solely for any purpose connected with the trade union or service conditions policy of the Association provided that no other monies are conveniently available for such purpose. In the event of expenditure for any such purposes being defrayed out of other monies of the Association a Conference may direct that such expenditure shall be charged against the reserve fund with necessary consequential adjustment of balances.

15. If the Council shall have reason to use the reserve fund it shall as soon as may be convenient or practicable so inform each member by a letter addressed to each branch secretary, or by notice in the Association's official journal, specifying the amount used or to be used, unless any question of policy or the interests of members should in the opinion of the Council make such a course undesirable, in which event the Council shall report accordingly to the next Annual Conference.

16. For the purpose of contribution to district committees of a percentage of the Association's annual subscription revenue in accordance with these rules and any prescription made by Conference thereunder, such revenue shall be deemed to be £50,000 a year less than the total amount collected.

Re-number succeeding rules accordingly.

Subscriptions

118. *National Executive Council :* That in accordance with rule 10(a) of the Rules and Constitution of the Association, this Conference hereby prescribes as follows :

1. Members shall pay a subscription as hereunder provided, based on their total annual salary including bonus, fees and emoluments but excluding " London weighting " (hereinafter referred to as " salary "), as follows :

Members in receipt of salary not exceeding £250 .. .. .. 2s. a month
Members in receipt of salary exceeding £250 and who are on a grade the maximum of which will produce salary not exceeding £400 .. .. 3s. a month
Members in receipt of salary exceeding £250 and who are on a grade the maximum of which will produce salary exceeding £400 but not exceeding £500 .. .. .. 4s. a month
Members who are on a grade the maximum of which will produce salary exceeding £500 but not exceeding £1,000 .. .. 5s. a month
Members who are on a grade the maximum of which will produce salary exceeding £1,000, or who are in receipt of salary exceeding £1,000 .. 6s. a month

Members who are receiving a fixed salary (i.e. not on a salary grade) shall subscribe according to the scale which would be appropriate if that salary were the maximum of a salary grade.

2. The basis of a member's subscription shall be the salary receivable by him on the first day of each financial year of the branch, except in the case of a member joining after that date, in which case the basis for the then current year shall be the salary receivable by him on the first day of his membership. Provided that :

(a) a member who, having for any reason been on leave of absence at less than full pay on the first day of the financial year, resumed or is deemed to have resumed duty during that year at the conclusion of such leave shall, as from the date when he resumes or is deemed to have resumed duty, pay monthly subscriptions based on the salary then receivable by him ;

(b) a member whose salary is for any reason reduced during the year for a period of one or more complete calendar months shall pay a monthly subscription on the basis of and during the continuance only of such reduced salary ;

(c) the minimum subscription payable by the members referred to in (a) and (b) above shall be 2s. per month during the period in which they receive less than full pay ;

(d) a member called up for training under the National Service Act, 1948, shall be excused payment of subscriptions during the period of his training.

3. Each member shall make a payment of the appropriate prescribed amount on the first day of each month in the period commencing on November 1 and ending on August 31 of the following year, or may pay in advance a sum representing the total amount payable by him in that period ; and the total sum paid by the member in that period shall be his subscription for the year which commenced on November 1 unless a Conference shall otherwise direct.

4. It shall be competent for a Conference to direct that the number of monthly payments to be made in any particular year shall be more or less than the number specified in paragraph 3, and in the event of such direction paragraph 3 shall operate and be construed accordingly.

5. Retired members shall pay a subscription of 5s. per annum.

6. Honorary members shall not be required to pay any entrance fee or subscription unless the Council otherwise direct.

7. The percentage of the total amount collected in subscriptions during each year by a branch which is to be retained by that branch shall be as follows :

(a) County branches when recommended by the district committee for their area and approved by the Council—32⅛ per cent

(b) Other branches—28⅜ per cent.

8. The prescriptions made by Conference under rule 10(a) on June 12, 1947, June 17, 1948, and June 16, 1949, are hereby rescinded.

Rule 10 (a) reads : The subscriptions payable by members and the percentage of the total amount collected in subscriptions each year to be retained by the branches shall be as prescribed by Conference from time to time.

Contribution to district committees

120. *National Executive Council :* That in accordance with rule 17(a) of the Association's Rules and Constitution, this Conference hereby prescribes as follows :

1. As from November 1, 1951, rebates to district committees shall be calculated by a global sum of 5 per cent of the previous year's net subscription income, i.e. the gross amount collected reduced by the contribution to the reserve fund, being allocated to districts in the proportion that the adjusted district membership bears to the total adjusted membership of all the districts.
2. Adjusted membership shall be computed as follows :
   First 10,000 members to count in full.
   ¾ of the next 5,000 members to count.
   ½ of the next 5,000 members to count.
   ¼ of the members over 20,000 to count.
   Scottish district to have an additional cash grant of £150.
3. The prescription made by Conference on June 11, 1946, is hereby rescinded.

Rule 17 (a) reads : District Committees shall furnish annually to the Association, not later than the 31st day of December in each year, on the official form, a return or statement of their expenditure for the preceding year, and shall receive from the Association a percentage of the total amounts collected in subscriptions by the branches in the particular district for the preceding financial year at the rate prescribed by Conference from time to time.

Size of National Executive Council

121. *National Executive Council :* That, notwithstanding rule 50 of the Association's Rules and Constitution and any further increase in membership, the number of members of the National Executive Council elected in and for the several districts in consequence of that rule be limited to the number declared to be so elected at this Conference ; that such limitation have effect until the Annual Conference to be held in 1952, it being understood that the Council shall submit an alternative to rule 50 for consideration and approval by the 1952 Conference, and that rule 50 cease to have effect in the meantime.

NOTE : Rule 50 is as follows :
The qualification for a district to elect members of the Council shall be as follows :

(a) A district shall be entitled to have one member on the Council.

(b) The qualification for a district to elect a second member shall be a membership of 2,500.

Miss Brightling — just as a matter of interest, what happens to the shavings when you empty the pencil sharpener ?

The qualification for a district to elect a third member shall be a membership of 5,000. The qualification for a district to elect additional members shall be one member for each further 3,000 members.

(c) The total membership to be used for the purpose of this section shall be the membership figure at the 31st day of October.

Size of Conference

122. *National Executive Council :* That, notwithstanding rule 23 of the Association's Rules and Constitution, the National Executive Council be empowered to determine the basis on which branches, district committees and sectional and professional organisations shall be entitled to appoint delegates to the annual Conference to be held in 1952, subject to the preservation of the right of each branch, district committee and sectional and professional organization to appoint at least one delegate to such Conference, it being understood that the Council shall submit an alternative to rule 23 for consideration and approval by the 1952 Conference.

NOTE : Rule 23 is as follows :
The following shall be the proportion of representation at a Conference :

(a) Each District Committee may elect not more than four nor less than two representatives.

(b) Each Branch may elect :
one representative for a membership not exceeding 50 ; two representatives for a membership over 50 but not exceeding 150 ; three representatives for a membership over 150 but not exceeding 250 ; four representatives for a membership over 250 but not exceeding 400 ; and so on with one additional representative or each further 150 members (or major proportion of 150 members) up to a maximum of twelve representatives.

For the purpose of this section the membership shall be as shown in the summary sheets for the previous year ended the 31st day of October and forwarded to the General Secretary in accordance with the provisions of rule 12.

(c) Each sectional and professional organisation may elect one representative for a membership not exceeding 250, with one additional representative for a membership exceeding 250.

Service conditions news

ELECTRICITY by L. G. MOSER

Notice of claim for salary increase presented to N.J.C.

AT the meeting of the National Joint Council held on March 13, the staff side gave notice of its intention to table a claim for the general standard of remuneration provided by the present salary agreement to be increased by *not less than* 20 *per cent*, to bring it into line with the present cost of living. The actual claim will be submitted without delay, and negotiations will commence at the next meeting of the negotiating committee, probably in April.

Review of salary agreement

The negotiating committee has also been authorised to proceed with the review of the salary agreement which it was agreed should take place twelve months after its inception. The purpose of the review is to remove any weaknesses which have revealed themselves in the application of the agreement, as distinct from raising the general level of salaries, which will be dealt with by the salaries claim. Some district consultative committees have already submitted useful suggestions for removing anomalies and avoiding difficulties which have occurred in the application of the agreement. Any recommendations which branches may have should be forwarded immediately through their district consultative committee, so that the negotiators can be fully advised.

Commercial grades

A big step forward has been made with the grading of district commercial officers. As reported in these notes in February, we have been vigorously protesting against the tendency to grade these posts under the National Joint Board schedules, and to ignore the provision made for them in our own salary agreement. We have maintained that the salary under the N.J.B. grading does not adequately reflect the duties of many of these officers, whose main responsibilities are in the commercial field. We have stressed, too, that the application of the N.J.B. grading to these posts is depressing the salaries of some district senior clerks and other employees, some of whose work, whilst clearly of a non-engineering nature, is within the province of the district commercial officer.

The question was again discussed at a meeting of the negotiating committee in February, when the chairman of the Council said that the interpretation of the N.J.B.'s definition was that the duties carried out should be "wholly or mainly of an engineering character." He suggested that, in cases where an employee felt that he had been wrongly transferred to the N.J.B. schedule, he should have a right of appeal through the district joint council to endeavour to prove that his duties were mainly commercial. Whilst there may be certain weaknesses in the suggested procedure, I think it does give us the opportunity to right what is considered to be an injustice to many of our members. Arrangements are already in hand for some appeals on behalf of members whose duties are, we believe, typical of those of many other district commercial officers, and it is hoped that we shall make progress with them at an early date.

Expenses of transferred employees

Difficulties have occurred in some places because the board's members have not extended payment of additional expenses incurred by employees compulsorily transferred to a different locality beyond the initial period of six months provided for in the agreement. It has now been agreed that, where individual cases cannot otherwise be settled, they may be referred to district councils.

Car allowances

A new scheme of car allowances has been agreed to apply from April 1, 1950, on the understanding that it is to be re-examined as from April 1, 1951. The trade union sides of the N.J.B. and N.J.C. have obtained this understanding because they maintain that increases in the cost of providing and running a car since the scheme was first discussed have not been considered. The scheme provides that *regular users*, who are authorised and prepared to place at the disposal of a Board their own vehicles when required for regular use in connection with their duties, shall receive the following allowances :

Up to and including 8-h.p. or 1014 c.c.—£90 p.a. plus 2¼d. per mile ;

Exceeding 8-h.p. or 1014 c.c. and up to and including 12-h.p. or 1414 c.c.—£105 p.a. plus 2¾d. per mile ;

Over 12-h.p. or 1414 c.c.—£120 p.a. plus 2¾d. per mile.

Casual users will be paid a mileage allowance on the following basis ;

6d. per mile for 1st 2,500 miles p.a. and 2¼d. per mile thereafter ;

7d. per mile for 1st 2,500 miles p.a. and 2¾d. per mile thereafter ;

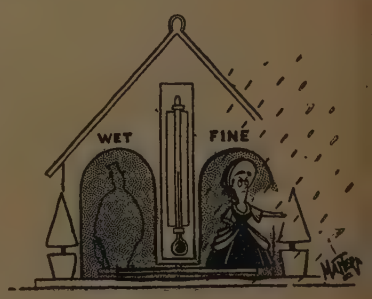
8d. per mile for 1st 2,500 miles p.a. and 2¾d. per mile thereafter.

Employees who have been subject to a more favourable scheme will not have to make refunds, but the new scheme will apply to them from January 13, 1951.

Staff committees

The council discussed difficulties which had arisen in a certain area, about the discussion by a staff committee of schemes involving re-organisation. Unfortunately, in this particular case, the staff representatives seem to have been a little too ambitious in wanting to discuss who should be appointed to new posts which would arise from the re-organisation. The staff side explained, however, that staff committees should be used as much to prevent friction as for the discussion of grievances. Any proposed re-organisation was, therefore, a matter which should be discussed, because it might well affect the salaries and conditions, and the prospects, of staff.

If schemes were explained and full information given, the staff side contended, the staff would be able to understand and co-operate. Whilst the council had to say that the terms in which the matter was raised in the case in question were outside the scope of staff committees, it was resolved that the district council concerned should be advised that staff committees are competent to discuss changes



in organisation, and that such discussion is desirable.

Superannuation

One of the district councils had drawn attention to the unfortunate position of members of insurance schemes, most of whom were still without information as to the terms upon which they could opt to join the B.E.A. and area boards' superannuation scheme. The director of establishment explained that, in the case of insurance schemes, it was necessary to obtain individual actuarial assessments of the position of each member, and this took time. He assured the council that everything possible was being done to expedite the matter, and that where employees were nearing retiring age, special steps had been and would be taken to deal with their cases first. My experience is that the management committee of the superannuation scheme, and, indeed, all who are responsible for the immense amount of work involved, are doing their utmost to help, and I have found them co-operative in all matters.

Managerial grades

The constitution for negotiating machinery for managerial and higher executive grades has unfortunately still not been signed. The Association of Managerial Electrical Executives are now disclaiming an understanding reached with NALGO and E.P.E.A. as long ago as March, 1950. This is disappointing, because it is the only reason for delay in the formation of the new Council, which is urgently needed to deal with problems affecting the senior staff. There is also evidence that approaches are being made to our members to endeavour, sometimes with the support of inaccurate statements, to persuade them that A.M.E.E. is their appropriate organisation. I have no fear that members of NALGO will abandon the protection which we have proved ourselves able to give them. It is, however, disturbing that an Association with whom we want to work amicably in the interests of the senior staff as a whole should act in a way that might lead responsible people to doubt their good faith.

HEALTH by G. W. PHILLIPS

Post-entry training allowances for student nurses agreed

THE GENERAL COUNCIL has reached decisions on a number of points of general interest concerning the operation of the machinery of joint consultation in hospitals :

Group office staff, when located in a particular hospital may, if they so desire, be included in consultative machinery set up in that hospital.

In *joint user establishments* there is no objection to local authority staff being included in the joint consultative machinery set up under the General Council agreement. The matter would be one for discussion between the two employing bodies, and any agreed arrangement would presumably provide for the representation of the local authority on the management side of the committee and of the local authority employees on the staff side.

Student nurses are not excluded from participation in the work of the consultative committee and the General Council considers it desirable that they should take part in the joint consultation machinery.

Leave for local government activities

It has now been decided to give employing authorities discretion to grant special leave, without pay, in excess of the period of nine days in any period of twelve months, to officers engaged in local government activities.

Pioneer almoners

Employing authorities, if satisfied that within six months of setting up an almoner's department the almoner might be expected to require two or more assistant almoners, may make the first appointment that of a head almoner. If it is not virtually certain that a head almoner will be required within this period, the first appointment made should be that of a single-handed almoner. If within six months from the date of appointment two assistants are appointed, then the senior almoner may be graded as head almoner with effect from the date of appointment or from the date three months before the appointment of the second assistant, whichever is the later date.

Resident domiciliary grades

Agreement has now been reached on salaries for resident grades of public health and domiciliary nurses and midwives. In every case the salary scale is the same as for non-resident grades where there are similar grades. Annual charges for board and lodging, personal laundry, and the use and laundering of uniform will be:

District nurse midwife/health visitor, district nurse midwife, district midwife, district nurse, assistant nurse/midwife (S.E.A.N., S.C.M.)—£130 ;

Assistant nurse/midwife (S.C.M. only), S.E.A.N. (male or female)—£120.

The scale of salaries for *resident school nurses* is £375 x 15 — 495 (£130 board and lodging, etc.), and where two are employed, the senior will receive £20. *Cottage nurse* (applicable in Scotland only), S.C.M. only—£305 x 12½ — 405 (£120 board and lodging, etc.) ; others—£285 x 12½ — 385 (£120 board and lodging, etc.).

Post-registration student nurses

Agreement has been reached on training allowances for nurses who, of their own accord, take up post-entry training, as follows :

	Annual cash training allowance.	*Payment to hospital where board and lodging provided.*
General S.R.N., R. S. C. N., R. M. N., R.M.P.A., taking General, Fever, or Children's training.	1st year £285 2nd year £300	£100
R.F.N., Nurse with T.A.Cert., Midwife (S.C.M. only), E.A.N., taking General, Fever or Children's training.	1st year £275 2nd year £285 3rd year £300	£100
General S.R.N., R.S.C.N., Nurse qualified in mental deficiency nursing, taking R. M. N.; R.M.N., taking training in mental deficiency nursing.	1st year £305 2nd year £320	£100
E.A.N., R.F.N., Nurse with T.A. Cert., Midwife (S.C.M. only) taking mental training.	1st year £295 2nd year £305 3rd year £320	£100

It is also agreed that, for an experimental period of not more than three years, the question of secondment of qualified nurses for further training should be at the discretion of the employing authority, and may be granted where training is in the interests of the national health service and is required for particular posts in the hospital or hospital group. Employing authorities should make up the difference in salary between that which the nurse receives as a student nurse and the salary which he or she would have received in the former post. Secondment cannot be claimed by a nurse as a right, and nurses should normally be required to return to their parent hospital for two years' further training, unless they are offered, and accept, higher posts in other hospitals in the same field of nursing.

Radiographers' salaries

The agreement mentioned in last month's notes provides for an increase of £25 a year for most, but not all, grades of radiographers. Copies of the Whitley document will be sent to health branches.

GAS SERVICE by L. A. GARRATT

Staff side gives formal notice of salary increase claim

AT a meeting of the National Joint Council for Gas Staffs held on March 1, the staff side gave formal notice of its intention to present a claim for an increase of 20 per cent on all salaries and salary scales. This was the unanimous decision of all the organisations represented, and the case setting out the claim has now been sent to the Gas Council.

Probationary service

Representations have been made by the staff side concerning the practice operating in some areas where persons newly appointed are required to serve a period of probation, during which time they are paid salaries not in accordance with the agreed scales.

The employers' representatives agreed that the national scales constitute the rate for the job and should be applied during any probationary period.

Cases contrary to this should be brought to the attention of the district organisation officer.

Superannuation scheme

Many inquiries are being made as to the position of the superannuation scheme which is expected to be established for staff employed in the industry. It is understood that a scheme is at present being drafted, but it should be appreciated that this is a matter for the Minister and the Gas Council. Such a scheme is not negotiable in the same way as terms and conditions of service, but we have requested that we shall be afforded the opportunity of making observations on the scheme before it is finally drafted in legal form. I have no reason to think that this will not be done. In the meantime, members may be assured that this matter has not been overlooked and we hope to see the draft shortly.

Joint committees

After many discussions, and several revised drafts, the staff side of the National Joint Council for Gas Staffs has now agreed a model constitution for joint committees. It is intended that this shall be a model which may be adapted to meet conditions in the various areas, provided, of course, that no major principle is varied.

The main function of these committees at local level will be to deal with matters affecting safety, health and welfare, and other matters of mutual interest to the Boards and employees, including efficiency in the operation of the services of the employers. It will also be a duty of the committees to ensure that there is the greatest measure of goodwill and liaison between the employers and staff, and to prevent or remove causes of friction and misunderstanding.

Questions relating to wages, salaries, and conditions of employment, which are normally dealt with between the employers and the appropriate organisation, will continue to be dealt with in this way, and members should still refer such matters through the branch to the district organisation officer.

Overtime

In certain areas dissatisfaction has been expressed by the staff at the lack of information on payment of overtime bonus. The arrangement agreed by the N.J.C. provides that the area boards shall pay a bonus at quarterly intervals for periods of prolonged or recurrent overtime. Members of the staff have the right of appeal where the payment is considered to be inadequate, or where no payment is made at all. Some area boards have issued details as to how the bonus is to be calculated, and have discussed it with representatives of the staff, but others are not so inclined.

These latter boards are, strictly speaking, within the arrangement, but, where overtime has been paid in the past in accordance with an agreed scale, and a bonus scheme is substituted about which the staff is given no details, dissatisfaction is inevitable.

On the other hand, no ill-advised action should be taken by members of the staff. If a bonus payment proves unsatisfactory there is every opportunity for action through the constitutional machinery.

NALGO strenuously opposed payment for overtime by bonuses where no yardstick was laid down, but the arrangement was accepted by a majority vote and must therefore be honoured. It should not be overlooked that the bonus scheme is subject to review now that March 31 has passed.

National Executive Council

THE National Executive Council met in London on March 10, and in a six-hour meeting considered and approved the annual report for 1950 (which was circulated to branches on March 31), and the preliminary agenda for Conference, which appears on page 414, and confirmed the proceedings of the January meetings of its committees. The main committee decisions were reported in February "L.G.S." Other items included :

Salaries claim : The Council confirmed its appreciation of the conduct of the salaries campaign, and recorded its gratitude to E. HEREWARD PHILLIPS, press consultant, for the valuable professional services rendered by him to the Association from September 1950 until February 1951.

Salaries campaign for health service members : After hearing objections, raised by a metropolitan district N.E.C. member, to the conduct of the salaries claim on behalf of health service staff, the Council endorsed the view of the national health consultative committee that no separate publicity was required to support the health service staff's claim. The Council decided that the publicity already obtained applied equally to health service members.

Salaries claim in Scotland : The Council received a report of the special meeting of the service conditions sub-committee, which had considered Glasgow branch resolutions expressing dissatisfaction of the conduct of the salaries claim in Scotland. The Council was satisfied that the Association's claim was properly pursued by the Scottish district committee, in accordance with N.E.C. policy, and Scottish branches were recommended to conform to the plan of campaign approved by the Scottish district committee.

Since the last issue of "L.G.S." action in the National Joint Council for local authorities' staff has been confined to matters which are still under negotiation, mainly the claim for 20 per cent increase in salaries, and consequently no detailed information is available for publication as local government notes this month.

National Arbitration Tribunal decision : The Council was informed of the recent hearing by the National Arbitration Tribunal of a trade dispute between NALGO and the British Electric Traction Co., when the hearing was adjourned for five months for negotiations on NALGO's claim for improved salaries and service conditions for weekly paid *and salaried* staff. Details appear in the transport service notes on page 429.

Knole Lodge fees : Owing to the increased costs and the financial burden on the Benevolent and Orphan Fund, the Council decided that residents' fees at Knole Lodge shall be increased from £4 4s. to £5 15s. 6d. per week, the increase to be effective from April 2, 1951. Objections to the proposal were withdrawn after the Council was advised that members unable to afford the increased charges due to hardship might be admitted at reduced terms if they made special application through their branch secretaries. Provident Society (Table 1) members will still receive up to £4. 4s. a week for two weeks' convalescence, and will have to bear the balance of the fees.

Passenger staff: tribunal paves the way to settlements

WE ARE pleased to report that Mr. Lancaster is now out of hospital and that his steady progress to full recovery continues.

Road passenger transport

NALGO has for some while been negotiating with transport companies in the B.E.T. Group. Agreements have been completed with some companies on behalf of weekly paid staff, but other companies have been unwilling to negotiate because we would not submit details of membership proving that at least 75 per cent of the staff were in NALGO. The B.E.T. Group generally has also resisted negotiations on behalf of salaried staff.

Such a position arose with the Birmingham and Midland Red Motors Omnibus Co., Ltd., and, in consequence, a trade dispute was reported under the Conditions of Employment and National Arbitration Orders 1940-1950. This was referred to the National Arbitration Tribunal, which, after hearing submissions on NALGO's efforts to negotiate, adjourned consideration of the claim for two months, so that the parties might endeavour to agree salary scales and conditions, first for weekly paid staff and then for salaried staff, by the normal process of negotiation.

This is, of course, what NALGO has wanted all along, and it is hoped that not only will progress be made with agreements for the staff in "Midland Red," but also that the way will be clear in future for negotiations to proceed on behalf of NALGO members in the salaried classes in all B.E.T. Group companies. We confidently expect those salaried employees who have been waiting events before joining NALGO to come in without further delay to support their many colleagues who are already in membership.

Companies with whom agreements have recently been signed include: Trent Motor Traction Company; and the North Western Road Car Company.

Details of new rates of pay for inspectorate staffs and district superintendents in Scotland are given in Scottish notes on page 434.

Inland waterways staff

A meeting of the National Joint Council for salaried staff of waterways division has been called for March 29. The principal item on the agenda will be the claim of the staff side for a substantial increase in the existing salary scales.

Readers' Forum

"Re-examine Whitleyism"

In his article on Whitleyism, Mr. Davis does not face up to the fundamental issues involved. We must surely recognise that it is the way in which negotiating machinery is worked that matters. The railways have had a system of negotiating machinery for a long time; but it was useless to the railwaymen in the recent dispute.

Mr. Davis's basic assumption, that the employers are always "prepared to listen to a reasoned case," is a dangerous illusion. The prime concern of every local authority is to run its services at the lowest cost, and that means the lowest salaries for which it can obtain the requisite staff. Let us frankly recognise three things:

(1) So far as the level of salaries is concerned, the interests of employers and local government officers are opposed.

(2) The salaries level depends on the relative bargaining strength of employers and staff, and the latter depends on the strength of NALGO; which in turn depends on the vigour of its leadership and on the enthusiasm and activity of the rank and file.

(3) Since 1946, the Whitley machinery and the National Charter have been of greater benefit to the employers than to the staff, because competition between local authorities has been avoided. That is why the employers contend that the Charter should be a standard, and not a minimum.

It is time NALGO re-examined the principles of Whitleyism in the light of experience, to ensure that, in future, Whitley machinery shall be used, and modified where necessary, in the interests of local government officers and of better social services.

R. SIMON

Town Hall, Ealing, W.5.

Grading of librarians

"Fellows of the L.A." (March Readers' Forum) do not appear to understand that uniform gradings are impossible in view of the wide disparity in the duties and responsibilities of librarians and the confused situation regarding qualifications. There is, in short, no yardstick, as in other departments of local government, and the only possible course was to put forward a minimum grading for certain modest responsibilities and leave it at that. The unregistered (i.e. non-chartered) librarian, to whom your correspondents refer in so derogatory a way, is not necessarily unqualified; many holders of university degrees and other honours feel no need to be Associates or Fellows of the Library Association. To relate the old sectional examinations to the post-1933 syllabus, and both to the present day one, requires an exceptionally clear brain! At one time, it should be remembered, anyone who was a chief librarian was a Fellow, without examination of any kind. Chaotic, to say the least.

EX-MEMBER OF THE L.A.

NALGO and the T.U.C.

I have often noticed that NALGO makes advances to the TUC Advisory Committee for the Local Government Service. What hypocrisy! NALGO refuses to affiliate to the TUC, yet it uses its services. There seem to be three classes of NALGO members: trade unionists; those who play at being trade unionists; and those who are members because it is the proper thing to be.

The trade unionists (who, unfortunately, are in a minority) desire affiliation with the TUC, but the majority of members are against it for one of three reasons: (i) they think affiliation would bring in political ties. (What rubbish! The TUC represents all shades of political thought from deep red to maybe black shirts and certainly blue); (ii) they have not given the problem sufficient thought; or (iii) their boss or council would not approve.

When TUC affiliation comes up again at Conference, let "L.G.S." publish a series of articles on it, to allow members to weigh up the pros and cons and then, with a well-informed membership, we may reap the advantages without being hypocritical.

W. B. PEPPER

Weights & Measures Department, Charnley Road, Blackpool.

N.H.S. vacancies

It would seem that the comment on Mr. Antoine's letter in the March issue of "L.G.S." gives a misleading impression of the views of the staff side on the filling of vacancies in the national health service. I refer to the last sentence, where it is suggested that NALGO representatives were unfortunately unable to persuade the staff side that officers making their career in the health service should have first opportunity of applying for vacancies.

There is, as far as I know, no division of opinion in the staff side on this issue. Indeed, a unanimous opinion to that effect has since been expressed in course of discussion on another issue. What the staff side would not agree to sponsor was a recommendation that opportunity for promotion should first be afforded to the existing staff of the board or committee

"The chairman said the Committee had cudgelled their brains to arrive at a conclusion."
Sent by N. Wain, Brownhills U.D.C.

in whose service the vacancy arose. I should be grateful if this could be made clear to the readers of "L.G.S."

S. R. SPELLER

75, Portland Place, London, W.1. Staff side and joint secretary, Administrative and Clerical Staffs Council.

We regret any wrong impression which members may have gained from the wording of the footnote.

Supplementing a pension

As a retired municipal officer, I should welcome an increase in my pension, but I was treated generously by my employers and could not think of asking for more.

There is one point, however, which NALGO might note. I was given a bonus of about £15 per annum, which, I was told, would be withdrawn if I went to work again and earned a sum, which, added to my pension, exceeded a stated figure.

I have been forced to take up a temporary post, and consequently I have lost the bonus. Could not this rule be abolished, or alternatively, could not the "stated figure" be considerably increased?

PENSIONER

Why "school cert"?

It surprises me to see so many references in "L.G.S.," usually exaggerated, emphasising the ignominy of being without the school certificate. Is it really so ignominious?

Before the war it was not easy to become eligible to take the examination at all; at the age of eleven there was competition for a limited number of grammar school places and failure then meant that the chance was lost. Having gained admission to an appropriate school, however, there were many difficulties attached to staying there long enough to take school certificate. Clothes, books, and sports gear in excess of those needed at elementary schools had to be bought and there were often heavy fares involved. Many, however, who stayed the preparatory course, failed the examination, due quite often to a preoccupation with sport. There are now more opportunities for taking the examination, but many still fail.

Can one brand all these as dullards? Many who fail have since regretted their lack of industry. Surely the position can be rectified without taking the old examination?

Would not a short essay and test in arithmetic show a young person's ability and promise? And, for the future, would it not be better to make promotion beyond the lower levels conditional upon success in a professional examination? Let officers prove themselves by their present deeds rather than on their schoolboy achievements.

JOHN F. JENNER

56, Hillside, Moulsecoomb, Brighton.

Exempt the over-forties

Is it fair that a person who is nearing 48 years of age, and has more than eleven years' service with a local authority, should be expected to enter a promotion examination, whilst persons over 35 with fifteen years' service are exempt? I worked on a similar job to my present one as a clerk, and as a temporary civil servant, before my entry into the local government service in 1939. In my view, any person over forty should not be expected to enter examinations; it should be enough to consider past services rendered.

YOUTH EMPLOYMENT SERVICE

Letters for the May journal must reach the Editor, 1, York Gate, London, N.W.1, by April 12. Please keep them short!

Pseudo-officialdom

It is distressing to read the footnote to the letter from "Non-plussed" in the March issue. I am aware of the disclaimer in "L.G.S." of all responsibility for opinions expressed, nevertheless it would be helpful to know the authority for stating that future cost of living increases for electricity staffs would raise grades rather than salaries.

I refrain from ventilating my disagreement with the statement because I endorse the point made in the article "The Central Secretariat" in the same number that "NALGO'S policies (are) determined by its own membership," and in that case NALGO members would presumably have much to say on this issue in their branches, at consultative committees, and at the negotiating table.

The large body of members affected must be concerned, however, at this pseudo-official manner of making a statement, because if the information given represents NALGO policy, that policy has been decided without reference to the members.

S. E. BAMBRIDGE

24, Summit Drive, Woodford Green.

Conference instructed the N.E.C. to seek an "all round general increase in salaries." Because increases can be negotiated only by those bodies who negotiated the original salaries, the instructions have been passed to the staff sides of each of the National Joint Councils. Their task must therefore be to strive for an increase in the salaries provided under their present agreements, and this they are doing. In the electricity supply industry, some members are not subject to these salary agreements because they have elected to retain previous contracts which, in their particular cases, are more favourable. It is difficult to see how a negotiating body can negotiate variations in such a contract. If, of course, any increase obtained resulted in the salary of the grade for their jobs being brought above their salary under the previous contract they would presumably get the benefit of it. The statement objected to therefore accords with policy decided by Conference.

Clairvoyant committees

"6.K.H." in the March issue says that branch officers should be aware of, and take action in, those cases where members are deterred by the fear of repercussions from putting forward grading appeals personally. Would he tell us just how branch officers are expected to become aware of members' unexpressed fears? Perhaps we shall have to co-opt clairvoyants in future to executive committees. The most amazing thing about "6.K.H.'s" views, though—that is if he really believes in this repercussion twaddle—is that he should expect branch officers to risk "repercussions" not for one appeal (their own) but for dozens.

F. THORPE

N. W. Electricity Consultative Council, Town Hall, Manchester 2.

"Put the technician in charge"

I can appreciate F. W. C. WATTS' (February "L.G.S.") disappointment with conditions applying to medical laboratory technologists in the health service. He would be well advised, however, to consider the inherent causes which result from faulty professional organisation rather than lack of cohesive support on NALGO'S part.

Until the qualified and experienced technician is completely in charge of the technical side of laboratory tests, leaving introduction and interpretation of tests to the medically qualified, there is little chance of securing recognition and reward.

L. W. TUTTLE

Hellingly Hospital, Hailsham, Sussex.

"ABINGDON" WRITES HIS NALGO

DIARY

HEARTY congratulations to J. L. WOMERSLEY and G. HOPKINSON, Northampton's borough architect and deputy, who have jointly won the £250 first prize in the low-price housing competition held by "The Builder." There were 322 entries in the competition, which was open to all British architects, so local government can be proud that the first prize has been won by two of its officers.

Their design was for a three-bedroomed terraced brickwork house, with all rooms of approved size, which could be built for £950 (at January 1951 prices) and let at 11s. 3d. a week, exclusive of rates. Mr. Womersley, who was last year awarded the Ministry of Health Housing Medal for the Dallington housing scheme, has already won four prizes and scholarships. The picture below shows the architects and their prize-winning design.

Another prize for the taking

The Royal Sanitary Institute is offering a prize of £40 for an essay on "The planning of old people's dwellings and the provision of communal facilities in connection therewith," and another of £15 for an essay on "The ventilation of dwellings and its effect upon human life."

The competitions are open to all, and entries must be submitted by December 31. Copies of the general conditions may be had from the Institute at 90, Buckingham Palace Road, London, S.W.1.

On the register

With the last electoral roll just published, I was surprised to see that another was being prepared in the Newbury district. But this one is different. It is a register of young people between the ages of 11 and 20 who live in and around the town, and who, through registration, may take part in the activities of the "Wash Water Minor Parish Council." The election of the first junior councillors will accord with the adult statutory procedure, and the council, when formed, will arrange itself into departments, each with specific duties—for example, the health department will arrange sick-visiting; the entertainments department will organise concerts for old people; and so on. The scheme is supported by the Enborne Parish Council and Newbury and district branch of NALGO, whose public relations officer, K. E. BELLINGER, will welcome advice and questions about the scheme—and donations to help meet expenses.

Plan for a £950 house.

Homes for old people

Again on the topic of old people, the National Old People's Welfare Committee is aware of the acute need for men and women of the right type to run old people's homes, now being provided in increasing numbers by local authorities. It has therefore arranged a second training course for wardens and matrons, to last four months from next October, and there are vacancies for men, women, and married couples. The Secretary of the Committee, at 26, Bedford Square, London, W.C.1, will provide further information about how to apply and the financial grants available.

Growth of the I.P.A.

The membership of the Institute of Public Administration, which provides a meeting ground for officials in both national and local public services, is increasing, and I am glad to learn that 35 authorities have now become corporate members. They include Lancashire, Derbyshire, Essex, Coventry, London, and Westminster, and, since the increased membership will allow the Institute to expand its services, it is to be hoped that the other authorities invited will join.

A blazer for the summer?

NALGO blazer material, pure wool gabardine cloth, is now available at 45s. 6d. per yard of 54-inch width. Since supplies are limited, orders should be sent immediately to the Special Activities Department, 1, York Gate, Regent's Park, N.W.1.

A jubilee year

Ealing's Charter of Incorporation is fifty years old this year, and the borough intends to link its jubilee celebrations with those for the Festival of Britain. To mark the year, Ealing branch has planned to publish on the cover of its monthly journal, "In and Out," a scene in the borough as it was fifty years ago. The January and February numbers had attractive drawings by W. R. TOLLAST, of the borough surveyor's department, showing an old inn, and the "broadway." I am looking forward to seeing his other pictures as they appear.

Holiday guide for 1951

The 1951 edition of the NALGO Holiday Guide is now available. Copies may be obtained from Headquarters, price 9d. including postage.

Chess champions

The cup and medals pictured here have been won by NALGO's "A" team, playing in division IV of the Postal Chess League. The team, H. DOLPHIN, Nelson; J. W. HAYCOCK, Rotherham; B. HOCKNEY, Hull; J. JOHNSON, Liverpool; P. LAIDLAW, Edinburgh; C. F. NOVOTNY, Manchester; L. SHIRES, Crewe; J. E. SUNNERS, Liverpool; J. W. VERNON, Stranraer; and G. H. W. WILLIAMS, Hereford, having won the Hector Munro cup, is now playing in division III for the O'Hanlon cup.

All the games are played by correspondence, and Mr. Williams, who has organised the NALGO teams, tells me that although the 1951 teams are made up he would welcome new players for next year. His address is: 33, Lichfield Avenue, Hereford.

New year honours

I hope that C. W. CLUBLEY, of East Midlands Gas Board, Spalding, Lincs., who was awarded the British Empire Medal in the New Year Honours, will accept my belated congratulations.

Retirement

My congratulations to F. K. DOOLEY, chief assistant to Salford Gas Undertaking, who retires after 51 years' service. A former member of the Municipal Officers' Guild, he was vice-president of the newly-formed gas branch.

Obituary

I regret to record the death of FRANK LEBENTZ, Walthamstow branch secretary, and member of the North Metropolitan Provincial Council.

House exchange

STAFFORD: three bedroomed modern house, for similar in Norwich or district. Hepworth, 43, Rickerscote Road, Stafford.

MY BOOKSHELF

by EDWARD KAY

BRITISH local government is notoriously difficult to explain to a foreigner accustomed to tidier continental systems: the organisation of the police presents even more puzzling eccentricities. J. M. HART in **The British Police** (Allen & Unwin. 12s. 6d.) expounds the anomalies and shows how the system works despite them. The sharing of administrative authority between county councillors and non-elected justices (in England, but not in Scotland); the virtual independence of the police authorities of the local authorities which appoint them; and the generous freedom from control by his employing body which a chief constable enjoys, are all examples of the peculiar position which the police occupy in our governmental system.

It is not entirely an authoritarian body. One-sixth of the whole service (the metropolitan part) is indeed, directly controlled by the central government; but in the rest of the country police are, at any rate in name, a function of local government. The author of this book gives cogent reasons why this should continue.

Staff relations in the police forces are equally odd. The police are forbidden by law to join a trade union, but every one of them is automatically a member of the Police Federation. The leaders of this body must not be appointed from outside, so they naturally look to their service chiefs for their personal advancement. Despite this "yellow" appearance, the Federation seems to press vigorously for better conditions.

These are only a few of the interesting lines of thought about local government administration and staffing which this well-written book raises.

Picture books

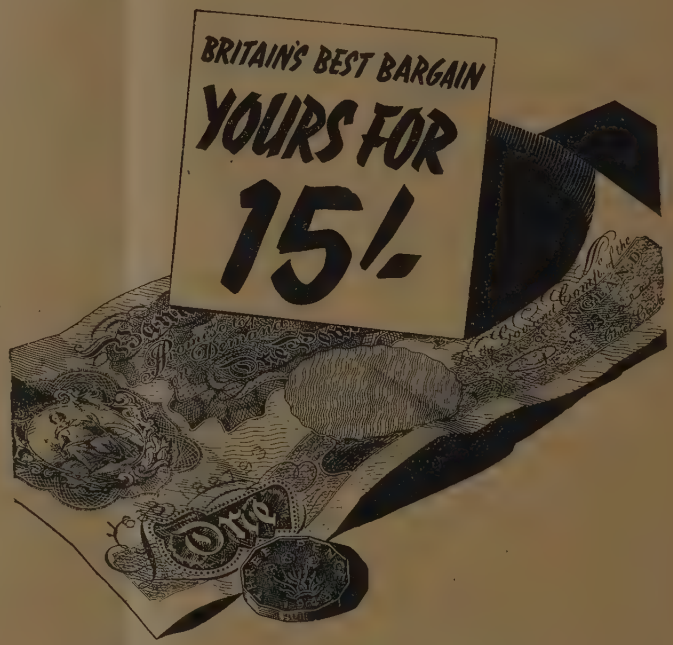
REGINALD TURNOR'S **Nineteenth Century Architecture in Britain** (B. T. Batsford. 21s.) is a combative book, crammed with information and opinions vigorously, if not always elegantly, or convincingly, expressed. Main doctrine is that Victorian Gothic was the wrong turning for architecture. Primarily for those who already know and care about architecture, it is sometimes hard reading for the less initiated.

A simpler Batsford book is **Isle of Wight** by R. L. P. and M. JOWITT. (8s. 6d.) I know the island inside out, but this little book made me want to go there yet again.

In both books pictures and text are skilfully related.

Civil service

Overworked music hall jokes about "Whitehall" and "town hall" fall flat on the ears of those who know what life in the public service is really like. T. A. CRITCHLEY'S **The Civil Service Today** (Gollancz. 12s. 6d.) will help to increase the number in that category. He has an easy task in demolishing myths about underwork and inflated size (Mr. Attlee once remarked that the size of the service depends on the jobs it is told to do) and he explains why records in the public service have to be more elaborate than in private enterprise, and why decisions have to be taken more deliberately and so more slowly. The book provides an admirably written description of the service and what it does, a frank admission of its weaknesses and of what is being done to remedy them, and an inspiring plea for a better appreciation of the dignity and value of the public service. Mr. Critchley reminds the wags and critics that they are in part responsible for lowering the quality of the service: "the disillusionment of dull work alone might be overcome, but a combination of dull work and fatuous cynicism snaps the toughest spirit."



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Education notes

by K. S. CARTER

DESPITE my announcement last month that one week of the Oxford summer school would have to be cancelled because of increased charges, the school will be held for a fortnight from June 30 to July 14 as planned. After the journal had gone to press, I learned with pleasure that, because of NALGO's long association with Oriel College, the College had decided not to raise the accommodation charge. Arrangements are, therefore, going ahead according to the provisional programme published in February "L.G.S.", and the fee for members of the Association will remain at £7 17s. 6d. a week.

Swedish school

The party for the Swedish summer school will leave London on August 30. The provisional programme for the school, which starts on Sunday, September 2, includes :

Sunday : Boat trip in the Stockholm archipelago ; lecture and film "Introduction to Sweden." *Monday :* Lectures, "The History of Swedish local government and its foundations in law" ; "The structure of local government in Sweden" ; and "Town planning and housing." *Tuesday:* Visit to Stockholm, where officers of the municipality will conduct a tour of the town. *Wednesday :* Lecture, "The social welfare administration of the municipalities" ; and an excursion to see welfare services. *Thursday :* Lecture, "Municipal finance" ; and a visit to Uppsala. *Friday :* Lecture, "Public education." *Saturday :* Lectures, "The relations between local government officers and the non-professional members of councils and committees" ; "The central organisation of the salaried employees in Sweden" ; and "The Swedish NALGO." *Sunday :* A day in Stockholm. *Monday :* A study of the social welfare institutions of the Sandviken steel company, and particularly of the co-operation between the company and the municipality.

Several places for the Swedish school have already been taken, and members wishing to attend either this or the Oxford school are urged to send in their registration fee (one guinea) as soon as possible.

A south-east area school

The south-east area education committee is organising a week-end school at Kingsgate, Broadstairs, from April 27 to 29. The house is pleasantly situated, and an interesting lecture programme has been arranged as follows :

"Lament for the citizen," R. B. CANT, B.SC. Econ., staff lecturer, Oxford University Extra-Mural Department ; "Consumer councils in nationalised industries," G. E. FASNACHT, M.A., staff lecturer, Oxford University Extra-Mural Department ; "The administration of a large-scale undertaking," FRANK LEE, B.A., B.SC., staff tutor, Cambridge Extra-Mural Department ; "Public relations in local government," ALEC SPOOR, public relations officer, NALGO ; "Humanising public administration," F. W. JESSUP, B.A., LL.B., F.S.A.

Applications to E. ALDERTON, Warden, Adult Education Centre, 5, Brampton Road, Bexleyheath, Kent.

Special chance for women

A similar scheme to that announced last year, whereby women non-graduates may spend a few weeks at Oxford to study a subject of their choice under University tutors and conditions, is again available this year. Students may stay at Holywell Manor, the annex to Balliol College, for a month from July 21 to August 18 at a cost of £7 10s. a week, plus a registration charge of 5s. Only one subject may be taken, and, at present, scientific subjects are not included in the course. Arrangements can, however, be made for tuition in the humanities or social sciences.

The Oxford Delegacy for Extra-Mural Studies will be running a summer school at the same time, and students will be expected to attend the compulsory lectures at this school—usually three a week—and will be able to take part in any other activities they choose. It is hoped that any member attending the course for the first time this year will continue studies at evening classes during the winter, and return to Oxford for subsequent summer courses. Interested members should write to MRS. M. ARCHER, 42, Park Town, Oxford.

Clerical division examination

Nineteen hundred candidates are taking the first Clerical division Examination of The Local Government Examinations Board this month. The second will be held next December.

Scottish notes

by JOHN L. ROBSON

AT a meeting of the probation officers' committee of the National Joint Industrial Council held on March 7, agreement was reached on the Probation (Scotland) Rules, 1950. The salary scales provided in the rules are :

Men : £345 at 23 years of age, rising by annual increments to a maximum of £610 at 40 ;

Women : £320 at 23 years of age, rising by annual increments to a maximum of £500 at 35.

The scales are to be effective from the beginning of the local authorities' financial year, 1951. Charter conditions will apply in respect of annual leave, sick leave, and travelling and subsistence allowances.

Road passenger transport

As a result of an application made to the management for an increase in the salary provisions of the existing inspectorate agreement, the following rates of pay will apply as from the pay week in which January 1, 1951, fell.

Tickets and driving inspectors—48-hour week—£7 10s.

Stance inspectors, grade "A"—48-hour week—£7 6s.

Stance inspectors, grade "B"—48-hour week—£7 2s.

Female inspectors—44-hour week—£5 10s.

Agreement has also been reached on the scales of salaries and conditions of service for district traffic superintendents and chief inspectors. Briefly, holidays, sick pay, and other conditions of service are as in the other agreements negotiated with the S.M.T. Group of companies.

The salary provisions are :

District traffic superintendents	
Up to 20 vehicles	£8 10s.
20 to 30 vehicles	£8 15s.
31 to 45 vehicles	£9 5s.
46 to 60 vehicles	£9 10s.
61 to 80 vehicles	£9 15s.
81 and over	£10
Chief inspectors	£8 10s.

A worthy representative

The decision of S. H. BRODIE not to seek re-election to the National Executive Council because of extreme pressure of work in his new office as establishment officer to the South-West Scotland Electricity Board, will cause great regret throughout the Scottish district. Mr. Brodie has been a member of the N.E.C. since 1941, and in all that time has been a most worthy representative of the district.

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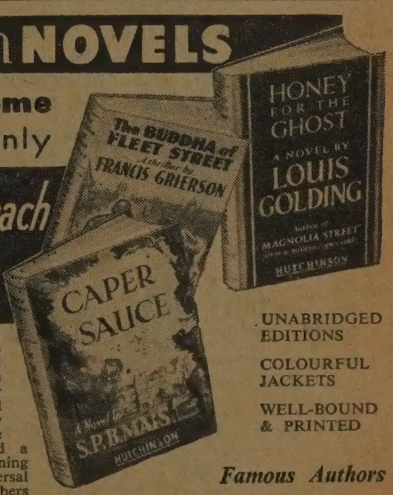

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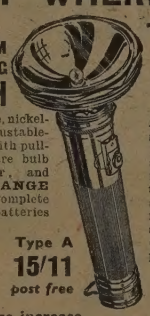

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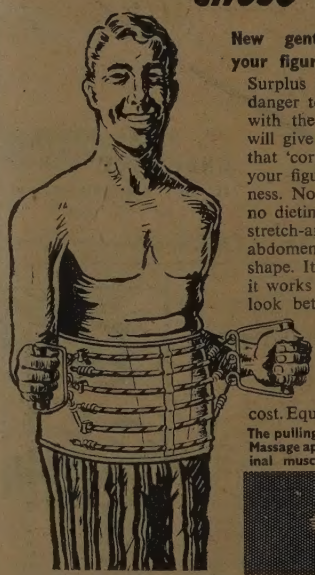

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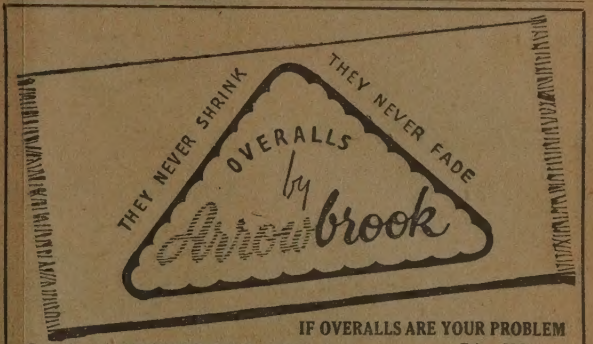

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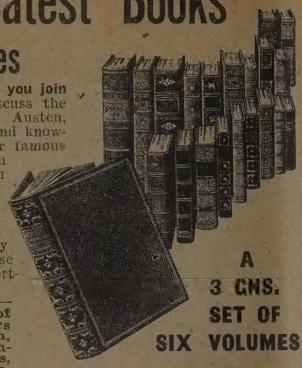

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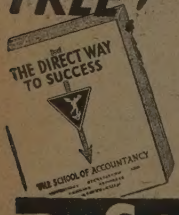

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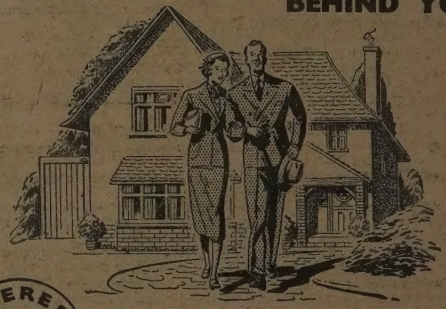

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